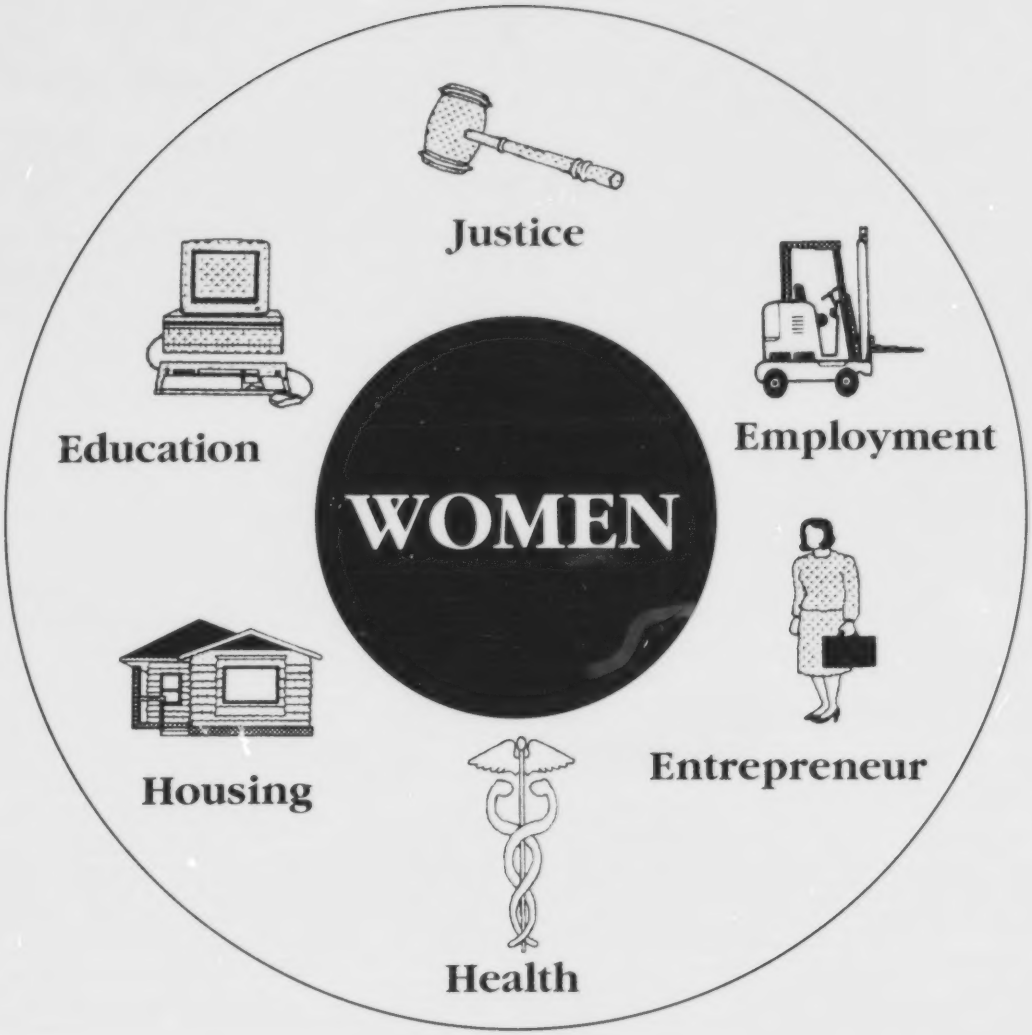
Focus on Women



Women's Directorate

New Nouveau
Brunswick

CNB 91141

FOCUS ON WOMEN

Prepared by the Women's Directorate

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CONCLUSION

INTRODUCTION

In keeping with the broad goal of equality for women, the Government of New Brunswick is committed to promoting the economic, social and legal status of women in New Brunswick. To meet this commitment the government is removing barriers traditionally faced by women while at the same time developing new and adapting existing policies and programs which are sensitive to the needs of women in a changing society.

This report is a resource guide which provides an overview of initiatives undertaken by the government to advance the status of women in the province. It contains a review of policies, programs and legislation for women.

The report is divided into four chapters which demonstrate the government's role in creating a supportive environment for women in its capacity as a provider of services, as a legislator and as an employer.

CHAPTER I - GOVERNMENT AS PROVIDER OF SERVICES

This Chapter contains general information on programs and services presently available to women in the province. Specific programs and policies are in place in the fields of education, training and employment, entrepreneurship, violence against women, justice, health and housing.

CHAPTER II - GOVERNMENT AS LEGISLATOR

This Chapter highlights legislation in place in New Brunswick which applies to both men and women but which is of particular importance to women. Some of the topics addressed include: discrimination based on gender, sexual harassment, pay equity, maternity leave, division of marital property, enforcement of maintenance orders and change of name legislation.

CHAPTER III - GOVERNMENT AS EMPLOYER

This Chapter highlights some of the existing employment policies and programs which apply to employees of the New Brunswick Government. As an employer, the government acts as a role model for other employers in the province.

CHAPTER IV - PUBLICATIONS AND RESOURCES

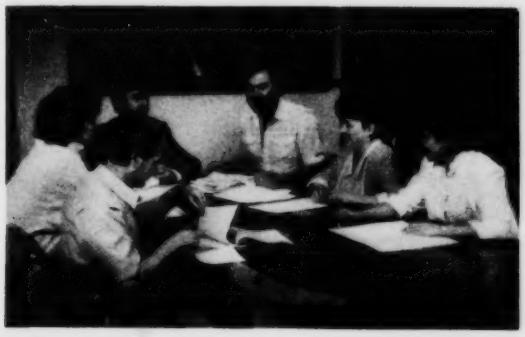
This Chapter contains a listing of resources and publications available to the public from government departments.

While this report presents a comprehensive overview of government initiatives for women, it should be noted that the information provided is of a general nature and that programs, policies and legislation are changing continuously to meet the needs of women.

For further information on programs or policies of the New Brunswick Government which impact on women, contact the appropriate government department or the Women's Directorate.

General Information	1-800-442-4400 or 453-2525
Women's Directorate	453-2143

CHAPTER I
GOVERNMENT AS PROVIDER OF SERVICES



CHAPTER I - GOVERNMENT AS PROVIDER OF SERVICES

1 WOMEN'S DIRECTORATE

Established as a separate department in 1988, the New Brunswick Women's Directorate is a small central government department which assists in improving the economic, social and legal status of New Brunswick women.

Reporting to the Minister Responsible for the Status of Women, the Women's Directorate works to achieve the government's goal of equality for women.

As a central agency, the Directorate acts as a catalyst or facilitator of change within the entire government structure to initiate, develop or change policies, programs and legislation which impact on women. The Directorate heightens awareness of and coordinates various activities which impact on women. The Directorate does not have a mandate to implement programs or provide subsidies to groups.

Examples of the activities of the Women's Directorate include:

Identifying issues of particular concern to women.

Analyzing, monitoring and assessing the impact on women of existing and proposed legislation, policies and programs.

Coordinating and developing policy and program initiatives of benefit to women in New Brunswick, often by means of interdepartmental committees.

Participating in federal/provincial/ territorial meetings and working groups.

Providing information to the general public regarding government initiatives and services to women by various means including:

Information sessions, publications, speaking engagements, etc.

Liaising with other government departments, women's organizations, advisory councils and other interested groups.

Heightening awareness and promoting discussion on issues of concern to women both inside and outside government.

The **New Brunswick Advisory Council on the Status of Women** is the external advocacy group which complements the role of the Women's Directorate. A detailed explanation of their role may be found under the Advisory Council on the Status of Women Act on page 49 of this document.

2 EDUCATION

2.1 EQUALITY IN GOVERNMENT COMMUNICATIONS

A committee on Equality in Government Communications, chaired by the Board of Management with representation from the Women's Directorate, the Department of Supply and Services, and the Department of Education developed a policy which was approved by the Cabinet Committee on Communications. The Women's Directorate in cooperation with the Department of Education produced a booklet on this policy entitled Equality in Government Communications.

2.2 POLICY STATEMENT ON SEX EQUITY

In 1988 a set of principles related to curriculum, school organization and environment, and pupil

personnel services was developed as a policy statement on sex equity in the schools. The policy was distributed to all schools.

2.3 POLICY GUIDELINE - SEX EQUITY IN OUR SCHOOLS: A GUIDELINE FOR ACTION

The guidelines are intended to promote department, district and school activities that will support the sex equity principles related to the Curriculum, Student Services, School Organization and Administration. Its implementation will serve to improve opportunities for developing and maintaining a nonsexist learning environment in which every student is an individual worthy of the school's support and attention.

2.4 FEMALE SCHOOL DISTRICT SUPERINTENDENTS

Since 1977 when the first female was appointed to the position of Assistant Superintendent, the number of women in this senior executive officer position has increased. In the current year there are 6 female superintendents out of a total of 38, and there are 5 assistant superintendents out of a total of 20.

2.5 FEMALE SCHOOL PRINCIPALS

The total number of school principals is 404. Of this number, 90 are women.

2.6 MINISTER'S ADVISORY COMMITTEES ON WOMEN'S ISSUES IN EDUCATION

In 1984 an advisory committee on women's issues was formed. The committee was restructured in 1987 and a francophone committee was also formed. Both committees have representation from the major educational bodies in the province.

2.7 TEACHERS' ASSOCIATION COMMITTEES

Both the New Brunswick Teachers' Association and the Association des enseignantes et enseignants francophones du Nouveau-Brunswick have developed standing committees on women's issues in education and have been developing guidelines to encourage gender equality in the schools. These committees are active in developing resource materials for teachers and providing inservice education.

2.8 ROLE-MODELS FOR CAREER DEVELOPMENT FOR FEMALE STUDENTS

Women in non-traditional careers act as role models for female students. These women make presentations to junior, senior and post secondary classes. Dr. Monique Frize, Chair, UNB Women in Engineering, began a tour of schools in 1990 to discuss with students the role of women in engineering. To date, Dr. Frize has met with over 5000 students in schools throughout the province.

2.9 WOMEN IN LEADERSHIP SEMINARS

Since 1986 the anglophone Professional Development Branch of the Department of Education has supported a Women in Leadership seminar in cooperation with the Minister's Advisory Committee and the University of New Brunswick Center for Educational Administration. The seminar attracts female teachers who wish to prepare for positions of added responsibility. In all, approximately 300 teachers have participated in the program.

The francophone sector also held two provincial seminars on this topic in 1988 and 1989. Since that time, the seminar has been replaced by a round table on the status of women in education, intended for various groups in an educational setting. Participants are motivated to reflect on the place of women in education.

2.10 GUIDELINES FOR SELECTION OF GENDER NEUTRAL SCHOOL MATERIALS

An instrument for the screening of print and non-print materials for gender neutral language and images was developed and is used as an integral part of the process for authorizing materials for the schools.

2.11 CAREER GUIDANCE

A career guidance curriculum for junior high school has been implemented. Career guidance materials specifically related to non-traditional careers for women are provided to schools. I Can Be Anything was developed by the Department from newspaper articles of successful women in non-traditional careers. Seminars led by women scientists and engineers are also a feature of the career guidance program for females.

2.12 YOUTH STRATEGY

The Canada / New Brunswick Youth Strategy is a federal provincial initiative designed to enhance the opportunity for young New Brunswickers to acquire the education, training and experience required to launch themselves on individually chosen career paths. The Strategy is a cooperative effort involving the Federal Government (through Employment and Immigration Canada) and six Provincial Departments (Advanced Education and Training, Labour, Income Assistance, Education, the Solicitor General and Intergovernmental Affairs). The Youth Strategy has two components: a network of Counselling and Assessment (Access) Centres and comprehensive programming including the School Based Component, the Youth Development Component, and the Youth Employment Component.

2.13 SEX EDUCATION CURRICULUM

A sex education curriculum was introduced in 1981 as part of the grade nine health program in anglophone schools. The francophone program, which was introduced in the 1960s in grade eleven, was made compulsory for all students in 1986. Both programs are carefully monitored and revisions are made as required. Teachers must participate in an inservice session prior to teaching this component of the curriculum.

2.14 DAY CARE PROJECT FOR TEENAGE MOTHERS

The Day Care Project for Teenage Mothers at Fredericton High School has been funded by School District 26, the Canada Employment and Immigration Commission and the Department of Income Assistance. Approximately 15 children were enrolled in the centre during the first year (1990-91). The project enables young mothers to continue with their education.

2.15 EQUITY AWARDS IN EDUCATION

The Gender Equity in Education Award recognizes individuals who have made a significant contribution towards the achievement of gender equity in education. Two awards will be given annually. Criteria include achievement in promoting equal access to school programs and services, contributing to the development of a non-sexist school environment, and providing gender fair staff development.

3 TRAINING AND EMPLOYMENT

3.1 FUTURE OPPORTUNITIES TO COMBAT UNEMPLOYABILITY SUCCESSFULLY (F.O.C.U.S.)

The objective of the FOCUS program, offered by the Department of Income Assistance, is to provide

appropriate opportunities for clients to maintain or acquire skills to enable them to be more employable and to decrease the likelihood of long term dependence on public financial support. Initiated in 1987, the training offered through the FOCUS program ranges from literacy and basic education courses to technical and professional programs in the Community College system. Clients also have access to such services as counselling, training, work experience and financial support. Approximately Seventy-one percent (71%) of the people using this program are women.

3.2 "JET STREAM" PROGRAM

This program, offered by the Department of Labour, is designed to provide students with short-term employment opportunities in provincial government departments and agencies. The program provides students with an opportunity to gain experience and an opportunity to earn money which may be used to support the continuation of their studies. Approximately fifty percent (50%) of people who used this initiative in 1989-90 were women.

3.3 SUMMER MENTORSHIP PROGRAM FOR FEMALE STUDENTS

This initiative within the Department of Labour's **"Jet Stream"** Program was developed and coordinated by the Women's Directorate. The objective of this program is to match women in non-traditional and/or senior positions in the Civil Service with qualified female summer students in a mentoring relationship.

In 1990, the project was piloted in the Fredericton area. In 1991, the mentorship program has been expanded to 20 positions shared by the Fredericton and Moncton areas.

This program helps provide students with a more systematic approach to mentoring. The senior person helps to heighten visibility, widen the sphere of relationships, create opportunities for

future mobility and promote the self-confidence of the protégé.

3.4 PARTNERS

This program, offered by the Department of Labour, offers a wage subsidy to assist eligible employers to create potentially permanent employment. Approximately fifty-two percent (52%) of persons using this initiative are women (1989-90).

3.5 ACCESS PROGRAM

Offered by the Department of Labour, this program is designed to provide productive and rewarding work experience for the province's unemployed, enabling them to develop marketable skills which will improve their future employment prospects. The program allows eligible employers to undertake projects which otherwise would not be realized. This program offers short term employment. Approximately forty-seven percent (47%) of those using this initiative in 1989-90 were women.

3.6 DAY CARE CENTERS - NEW BRUNSWICK COMMUNITY COLLEGE CAMPUSES

Four Community Colleges have on-site day care facilities for use by the staff and students.

3.7 WOMEN IN NON-TRADITIONAL TRADES

The Department of Advanced Education and Training provides assistance to the Women in Trades and Technology Network (WITT) in the gathering of information. There is a data bank of information on women involved in trades, technology, and operations in New Brunswick.

4 ENTREPRENEURIAL WOMEN

4.1 SELF START

Self Start, an initiative of the Department of Commerce and Technology, encourages and promotes the establishment of new small businesses throughout the province. It is designed to provide personal loans to "first time" entrepreneurs up to a maximum of $10,000, for use as equity investment in eligible new businesses.

To date, 65 of the 183 loans approved have been for women. It is projected that 102 new jobs will be created.

4.2 NEW BRUNSWICK ENTREPRENEUR PROGRAM

This program offered by the Department of Labour is designed to assist unemployed New Brunswickers to establish new small businesses and thus create their own jobs. This initiative provides a provincial guarantee for two years on loans of up to $10,000 as start up capital for new business. Since the program was started in 1988, a total of 557 new businesses have received assistance.

Approximately forty-one percent (41%) of people who used this program were women.

4.3 OFFICE FOR THE PROMOTION OF WOMEN IN BUSINESS

The Office for the Promotion of Women in Business, a two year project, has been launched by the New Brunswick Advisory Council on the Status of Women to promote women in business. The office works in a supportive role with groups involved in economic development, education and training to encourage more women to start a business and consider entrepreneurship as a career alternative.

The office is co-sponsored by the Atlantic Canada Opportunities Agency (ACOA), the Department of

Commerce and Technology, and the private sector and the Advisory Council on the Status of Women.

4.4 WOMEN ENTREPRENEUR AWARDS

The Department of Commerce and Technology in conjunction with the Women's Directorate and the Regional Economic Development Commissions, hosts an annual Women Entrepreneur Awards ceremony in Fredericton. Awards for excellence are presented to twelve women entrepreneurs as selected by the Commissions from around the province. These awards are designed to recognize the achievements of successful New Brunswick women entrepreneurs and to encourage more women to establish their own business thereby adding to this growing sector of the New Brunswick business base.

4.5 BURSARIES FOR WOMEN ENTREPRENEURS TO IMPROVE MANAGEMENT SKILLS

The Management Development Program at the University of New Brunswick is an integrated series of nine three-day courses of instruction over a 10-month period from September to June. The program provides instruction in management skills. The Department of Commerce and Technology cost-shares bursaries up to a maximum of $1,500 for each bursary for four candidates chosen from the manufacturing sector.

A similar program, "Gestion au féminin pour femmes cadres" is offered by the Université de Moncton at their 3 campuses, Moncton, Shippagan and Edmundston. The Department cost-shares six bursaries, two at each campus, to a maximum of $750 each. This program assists working women who hold positions in private industry, business, government and the volunteer sector.

4.6 VIDEO LENDING LIBRARY

The Department of Commerce and Technology established an audio visual library in 1983. Currently there are 225 tapes dealing with management, marketing, production, personnel and other business subjects. This is a free lending library used by the industrial sector, government departments, educators, and business associations.

Videos purchased in the 1990-91 year pertaining to women are:

1) Women in Business
2) Women in Management
3) A Woman's Place
4) What If: Women Inventors and Entrepreneurs

4.7 SEMINARS

The Department of Commerce and Technology sponsors a series of seminars designed especially for women. These seminars are held throughout the province in both official languages. The participants include women in business, women in a supervisory capacity or women considering returning to the paid workforce. The following is illustrative of the types of courses offered:

1) Managing Business and Personal Time
2) Business Negotiating Skills
3) Managing Stress
4) Assertiveness Training

4.8 INTERNATIONAL ASSOCIATION FOR STUDENTS OF ECONOMICS AND COMMERCE (AESEC) UNB - FREDERICTON, CAREER DAY 1990

The Department of Commerce and Technology sponsored a Career Day on September 28, 1990 at the University of New Brunswick. This annual fair brings together faculty members, students and representatives from business and government. During this one day event, all participating firms

have an opportunity to discuss potential career paths with students. The theme was "Entrepreneurship and Self-Employment: A Career Alternative". At least fifty percent (50%) of the students who attended were women.

5 WOMEN AND JUSTICE

5.1 NEW BRUNSWICK HUMAN RIGHTS COMMISSION

The Commission administers the Human Rights Act of New Brunswick which provides that all persons be given equal opportunity regardless of race, color, religion, national origin, ancestry, place of origin, age, physical disability, mental disability, marital status or sex. The Commission works to restore rights and to improve social systems and public attitudes so that discrimination is reduced and eliminated.

5.2 OFFICE OF THE OMBUDSMAN

Anyone who believes that he or she has suffered an injustice through the acts of departments, agencies, organizations, or officials of the provincial or municipal governments can make a complaint in writing, by phone or in person to the Office of the Ombudsman.

The Ombudsman may summon people and has access to all records bearing on a complaint under investigation.

The Ombudsman may determine whether the official's action was unreasonable, unjust, oppressive, or discriminatory, or if the law was wrongly applied, an error of fact was made, or a discretionary power was used for an improper purpose.

The Ombudsman may also entertain appeals under the Right to Information Act, the Family Services Act, and the Archives Act.

5.3 FAMILY COURT SOLICITORS

Crown Prosecutors in the Family Division of the Court of Queen's Bench of New Brunswick provide service relating to:

1) the initiation of maintenance applications under the Family Services Act;

2) the variation of maintenance orders under the Family Services Act. The Crown Prosecutor acts as solicitor for the person in whose favour the original order was made;

3) the enforcement of maintenance orders under the Family Services Act and the Divorce Act;

4) the obtaining of provisional and confirmation orders and the enforcement of registered orders under the Reciprocal Enforcement of Maintenance Orders Act.

Crown Prosecutors in the Family Division also provide a service in relation to extra-provincial custody and access order enforcement (access to children, such as visitation rights).

5.4 MAINTENANCE

A) Enhanced Maintenance Enforcement Program

In conjunction with the 1991 amendments to the Family Services Act, an enhanced maintenance enforcement program is being put in place to ensure greater compliance with maintenance orders. This will include the implementation of a Computerized Maintenance Enforcement System (MAES) throughout the Province. A major benefit of the computerized system will be the early detection of arrears. The system is intended to obtain automatic remedies without the necessity of a court hearing, where possible.

B) Federal Provincial-Territorial Committee On Family Law

The New Brunswick Department of Justice participates in this committee established to examine family law. New Brunswick also participates in a sub-committee which is attempting to establish a formula for the development of child support guidelines which will adequately provide for the needs of children.

5.5 DOMESTIC LEGAL AID

In joint sponsorship with the New Brunswick Law Foundation, the Department of Justice funds the only "*civil*" legal aid program available in New Brunswick. Legal aid certificates are available under the program for such matters as divorce, custody and access, division of marital property, guardianship, adoption, and restraining orders.

5.6 VICTIM IMPACT STATEMENT PROGRAM

As a result of amendments to the Criminal Code of Canada, all victims of crime may make a Victim Impact Statement which describes the harm done to or the loss suffered by the victim of a criminal offence. The statement summarizes the physical, emotional and financial effects of the crime upon the victim. A court may consider a Victim Impact Statement when determining the sentence to be imposed on an offender. Eighty percent (80%) of statements to date have been made by women.

5.7 COMPENSATION FOR VICTIMS OF CRIME PROGRAM

The Compensation for Victims of Crime Act was passed in 1971 to provide compensation to victims of crime who suffered financial loss or "*pain and suffering*" as a result of personal injury endured during a criminal act. The purpose of the legislation is to ensure that innocent victims of crime, as well as persons injured as a result of their involvement in the enforcement process, will

receive some assistance. The Act also provides for any person who is the surviving spouse, parent, child or dependent of such a victim. In 1989-90 sixty percent (60%) of all awards were to women.

5.8 FEDERAL/PROVINCIAL/TERRITORIAL WORKING GROUP ON GENDER EQUALITY IN THE CANADIAN JUSTICE SYSTEM

In response to increasing concerns that women are not being treated fairly by the justice system, and that women face impediments to equality in that system, initiatives were undertaken in 1990 by both the Ministers Responsible for the Status of Women and by the Attorneys General.

At their annual meetings in 1988 and 1989 the federal, provincial and territorial Ministers Responsible for the Status of Women discussed this problem and in May of 1990 adopted a three year action plan respecting women and the criminal justice system.

In June 1990, on the recommendation of the Honorable James E. Lockyer, Q.C., provincial and territorial Attorneys General established a working group of senior officials to prepare proposals to be placed before the Attorneys General at their meeting in late 1991. The focus of the proposals is the promotion of gender equality in the Canadian justice system. The Federal Attorney General is participating in this initiative.

The federal/provincial/territorial working group is focusing on six main areas:

1) Access to Justice for Women
2) Justice System Response to Violence Against Women
3) Gender Bias in the Courts
4) Justice System Response to Women in Conflict with the Law
5) Substantive Law Bias Against Women
6) Women Working in the Justice System

In November 1990 the Status of Women officials agreed to extend the scope of their project and work with the Attorney General officials on the basis of the six subject areas.

5.9 PUBLIC LEGAL EDUCATION AND INFORMATION SERVICE

The Public Legal Education and Information Service provides New Brunswickers with information on the law. Knowing one's legal rights and obligations can help in making decisions and taking action on legal matters. PLEIS-NB does not provide individual legal advice, only general legal information. A variety of educational pamphlets and materials are available. The Public Legal Education and Information Service of New Brunswick receives funding from the federal Department of Justice, the New Brunswick Law Foundation and in-kind support from the Office of the Attorney General of New Brunswick.

6 VIOLENCE AGAINST WOMEN

Women account for eighty (80) to ninety (90) percent of victims of interspousal violence (*Juristat, Conjugal Violence Against Women, 1990*). To address the problem of violence against women the New Brunswick Government has established policies and protocols and provides services to help the victims of family violence and their abusers.

The government provides funding for transition houses and adult protection services to women who suffer abuse. Plans are underway to obtain statistical information on woman abuse in New Brunswick and to undertake a public awareness campaign with respect to family violence.

6.1 TRANSITION HOUSES

In Agenda for Change (1987) the New Brunswick Government expressed its commitment to "*protect victims of domestic abuse and violence*" and to

fund transition houses *"in all regions of the province".* Three transition houses opened in 1988 - Newcastle, Bathurst, Edmundston. Three more opened in 1990-91 - Woodstock, Sussex, Campbellton. There are now 11 houses available which offer safe, short term emergency accommodations for abused women and their children. Staff members at transition houses inform residents of the dynamics of woman abuse, such as the cycle of violence and make them aware of the resources available to help them stop the violence in their lives. Short term crisis counselling is also made available to the residents.

Second Stage Housing is also available in Saint John, Moncton, Campbellton and Edmundston.

Transition Houses

Edmundston
Campbellton
Bathurst
Acadian Peninsula
Newcastle
Moncton
Saint John
St. Stephen
Fredericton
Woodstock
Sussex

6.2 PROGRAMS FOR MEN WHO BATTER

Counselling for men who batter is provided in some areas of the province by the Department of Health and Community Services. Community mental health centres also provide counselling for batterers who manifest some form of psychiatric disorder. In other areas of the province the Department has contracted with a private agency (e.g. Family Enrichment and Counselling) to provide the counselling service.

Programs exist in the following locations:

Moncton
Fredericton
Saint John
Newcastle
Bathurst
Edmundston

6.3 DATING VIOLENCE

The Women's Directorate in cooperation with the Department of Education developed a brochure on dating violence for distribution throughout the province.

6.4 MENTAL HEALTH PROGRAM RELATED TO ABUSE

The incidence of mental health problems related to sexual abuse during childhood clearly illustrates the significance of the long-term effects of violence.

Group therapy with children or women who manifest emotional disturbance or present a mental health problem related to some form of abuse is the recommended treatment approach.

The program is provided by the Mental Health Commission of New Brunswick and is available to women and children in some regions.

6.5 ADULT PROTECTION SERVICES

The purpose of Adult Protection Services is to provide protection to vulnerable adults who are unable to protect themselves or have no one to assist them in the period(s) of their lives when they are being harmed or threatened with harm. Established in 1981, the program's mandate is to protect persons with disabilities, 19 years and older, and elderly persons, 65 years and older. This does not suggest that all persons who are elderly or mentally/physically handicapped are or will be in need of protection, only that this is the target group of adults who are particularly vulnerable and least capable of rectifying the situation on their own.

The service provision is voluntary unless there is reasonable doubt as to the competency of the individual in which case the Minister has the authority to place the abused and/or neglected person under Protective Care for a period not

exceeding five days. The Minister may apply to the court for an order with respect to the ongoing care, or supervision of an abused/neglected adult. At this time, sixty-eight percent (68%) of all clients are women.

6.6 WOMAN ABUSE PROTOCOLS

A committee composed of representatives from the Departments of Health and Community Services, Women's Directorate, Income Assistance, Education, Justice and Solicitor General, developed a series of protocols for professionals working in the field.

Training with respect to the protocols is provided to police, crown prosecutors, social workers, mental health workers, Income Assistance workers and school personnel. The protocols will assist professionals in the identification and treatment of abused women. Appropriate methods for training Emergency Room personnel are being considered in conjunction with the Education Department of the New Brunswick Hospital Association.

6.7 CHARGING POLICY

The Solicitor General contacted all Chiefs of Police in the province advocating that domestic violence situations be treated as crimes and that a charging policy be put in place.

In summary, the policy states that all cases of domestic violence must be thoroughly investigated by police. In cases where there is sufficient evidence to support a criminal charge, the police must recommend to the Crown Prosecutor that a charge be laid. The Public Prosecutions Operations Manual contains guidelines on laying charges in woman abuse cases.

6.8 PUBLIC AWARENESS CAMPAIGN

A committee composed of representatives from the Departments of Justice, Solicitor General, Health

and Community Services and the Women's Directorate has been formed to explore different options to raise public awareness about the nature and extent of family violence. The first phase of the campaign will deal with woman abuse.

6.9 STATISTICS ON WOMAN ABUSE

In December 1989, a report entitled "Male Violence in Relationships and the Justice System", was published by the New Brunswick Advisory Council on the Status of Women. The study indicated that difficulties exist in the collection of information on offences involving woman abuse.

In 1990, the Department of the Solicitor General established a Working Group to develop a provincial statistical information system to track incidents of woman abuse as they were dealt with by the various components of the Criminal Justice system. The Working Group was comprised of representatives of the New Brunswick Chiefs of Police Association, the RCMP, the Department of Justice, the Women's Directorate, and the Department of the Solicitor General.

In order to standardize criminal justice information on cases involving woman abuse, a pilot project was established to obtain information from selected police forces. The pilot involved police and court information and was designed to track information through both systems for a three month period.

The following police forces participated in the pilot project: all RCMP in the province, Fredericton Municipal Police Force, Grand Falls Municipal Police Force, and Woodstock Municipal Police Force.

6.10 SYMPOSIUM ON WOMAN ABUSE AND THE CRIMINAL JUSTICE SYSTEM

A symposium on woman abuse and the criminal justice system was held in Moncton on November 7-9, 1990. The symposium was organized by the

Departments of Solicitor General, Justice, Women's Directorate, Income Assistance and Health and Community Services.

It served as an introduction to the Woman Abuse Protocols for professionals who deal with cases of violence against women.

6.11 INTERDEPARTMENTAL COMMITTEE ON FAMILY VIOLENCE

A committee was established in 1987 with the mandate to monitor, recommend and/or coordinate government initiatives related to family violence issues.

The committee is chaired by the Department of Health and Community Services and is composed of representatives from the Departments of Education, Justice, Mental Health Commission, Solicitor General, Policy Secretariat, Women's Directorate, NB Housing Corporation, Alcoholism and Drug Dependency Commission and Income Assistance.

The committee developed an Interdepartmental Action Plan Framework on Family Violence (August, 1989), in which each department's responsibilities for actions were identified.

6.12 CURRICULUM ENHANCEMENT

The Department of Education is undertaking the research and development of a curriculum component to address the issue of family violence from kindergarten to grade 12. Presently the Department is undertaking research to determine what is in place in other jurisdictions with a view to enhancing the New Brunswick curriculum.

7 HEALTH PROMOTION FOR WOMEN

7.1 NUTRITION

Nutrition is one of the topics given major

importance within the public health programs. Educational materials of particular relevance to women (e.g. prenatal nutrition requirements, other considerations related to reproduction, weight management, requirements for iron and calcium, eating disorders, etc.) have been developed by public health nutritionists and distributed through prenatal and postnatal programs, reproductive health clinics, school health programs, and doctor's offices. In addition, nutritionists serve as consultants to other professionals (e.g. schools in implementing School Food Policy; day care, etc.), the media, (e.g. promoting healthy eating to the public during Nutrition Month). The previous complement of eight public health nutritionists has been increased by fifty percent (50%) as of August 1991 in recognition of the contribution of nutrition to health promotion.

7.2 SMOKE FREE LIVING

Since smoking is a major cause of preventable health problems (heart disease, lung conditions, cancer, etc.) efforts to reduce smoking among youth and adults are a key part of health promotion programs. Survey data indicates that women in Canada and New Brunswick have not reduced their smoking prevalence to the same extent as men and that smoking rates among New Brunswick women age 15 years and over remain about twenty eight percent (28%).

Recently, material and approaches more specifically tailored to the concerns of women have been developed nationally and within the province and distributed to key user groups. For example, a photocopiable information package on smoking and pregnancy has been developed in New Brunswick and circulated to public health offices for use in their programs. Multiple copies of Taking Control: An Action Handbook on Women and Tobacco have been sent to all schools of nursing in the province. The Advisory Council on the Status of Women has recently sought membership in the New Brunswick Interagency Council on Smoking and Health and will be able to contribute additional consumer perspectives to the initiatives of this advocacy and coordinating council.

7.3 HEART HEALTH FOR WOMEN

The 1988 New Brunswick Heart Health Survey provided information on New Brunswickers' risk factors for heart disease. The results of the survey indicated that more than half of all women between 18-74 years had one or more major risk factors for heart disease (elevated cholesterol, high blood pressure or regular cigarette smoking).

The percentages were forty eight percent (48%) among those 18-34 years, sixty six percent (66%) for those 35-64 years, and ninety percent (90%) for those 65-74 years. More detailed information from the survey permits the tailoring of health education, screening and intervention efforts to topics of greatest relevance for women and men, e.g. exercise among women.

7.4 CANCER CONTROL FOR WOMEN

Elimination of smoking and dietary preventive measures are two of the key methods to reduce cancer risk in women as well as men. In addition, for women there are two types of cancer where early detection can reduce the impact of the cancer. These are breast cancer and cervical cancer. New Brunswick's health care system has the diagnostic capability to detect both conditions, although as yet, specific screening programs with organized outreach to groups at high risk and close monitoring of suspicious or malignant cases have not been implemented. A Task Force to examine provincial requirements for the early detection of breast cancer and to make recommendations to the Department is being established by the Department of Health and Community Services and will include representation from the Cancer Society, the Advisory Council on the Status of Women, the Medical Society, the Nursing Association as well as the Department of Health and Community Services.

7.5 REPRODUCTIVE HEALTH FOR WOMEN

This program provides sexual health related

counselling, clinical (medical) and outreach education services from a community based clinic. This program was initiated as a province wide initiative in 1983-84 although 2 clinics were initiated earlier as demonstration projects with federal government funding. There are presently 8 clinics operating out of 7 major health regions.

The objectives of the program are:

1. to reduce the incidence of adolescent pregnancy;

2. to promote healthy sexuality and informed decision making among young people;

3. to assist parents to feel more confident in their role as the primary sex educator of their children.

Of the 9569 visits to the clinic in 1989-90, eighty eight percent (88%) were female clients. The program also provided 852 outreach educational sessions to 20,121 participants in 1989-90.

8 SCREENING AND INFORMATION FOR SOCIAL SERVICES

8.1 INTAKE SERVICES

This service is provided through the field services of the Family and Community Services Screening Unit and is staffed by professional social workers who process all initial requests for social services by phone or in person.

It also includes the After Hours Emergency Social Services which operates through a toll-free telephone line staffed by a team of professional social workers who respond to calls in both official languages. Any situation requiring immediate action is referred to a regional on-call worker, or to the police. Less urgent cases are passed on to regional offices on the following work day for appropriate action.

In 1989-1990, there were an average of 1595 intakes/month.

9 SELECTED HOSPITAL SERVICES

9.1 EXTRA MURAL HOSPITAL (EMH)

Extra Mural Hospital offers a comprehensive and co-ordinated range of home health care services providing residents and physicians with an alternative to institutional care. The program is available to New Brunswickers requiring in-home hospital (active treatment) care or home nursing care. As in the traditional hospital, responsibility for the patients requiring active treatment services remains with the physician. Service areas now cover about eighty-two percent (82%) of the population. Since the recent (April, 1990) transfer of the Public Health Home Care Program, EMH now has a presence in all areas of New Brunswick. As the service has expanded, utilization has increased.

The program is available to all New Brunswickers requiring in-home hospital (active treatment) care or home nursing care.

There were 190,000 visits in 1989/90 and fifty-five percent (55%) of the patients served in 1989/90 were women.

9.2 MAMMOGRAPHY

Seventeen of the 31 general hospitals in New Brunswick have mammography equipment. At this time there are no structured mammography clinics nor a provincial screening program. Tests are ordered by physicians.

The program targets women who have symptoms or are at risk of breast cancer. There were 24,000 mammograms performed in 1989/90.

9.3 EATING DISORDERS

Obesity Clinics

These are provided within nutrition (outpatient) clinics for health related (not cosmetic) reasons. Most hospitals, including some district hospitals have these services. Referrals by physicians are required. The programs are offered where there is a clinical need.

Anorexia Nervosa/Bulimia

These clinics are offered as needed. Intensive care is provided through the Mental Health Commission.

9.4 THERAPEUTIC ABORTIONS

Therapeutic abortions are performed in New Brunswick hospitals when determined to be "medically required" although only a few hospitals regularly provide this service. They must be performed by a specialist in obstetrics/gynecology and only after a second medical opinion has determined it to be medically necessary.

9.5 INFERTILITY CLINICS

These clinics are available in two hospitals in New Brunswick (Chaleur Regional Hospital and Dr. G. L. Dumont Hospital). Both hospitals provide artificial insemination to married couples only.

9.6 CHRONIC/DEGENERATIVE DISEASES

Some hospitals have arthritis/rheumatoid clinics (outpatient basis). Use is dependant on clinical need.

10 SERVICES FOR PARENTS AND PROSPECTIVE PARENTS

10.1 PRENATAL HEALTH SUPERVISION

Public health nurses conduct prenatal classes and visit expectant mothers individually either at home or at school.

The program is aimed at expectant parents, with particular emphasis on teenagers and first time mothers. In 1990-91, there were 124 prenatal class series for 1517 expectant mothers and 1396 support persons. In addition, there were 199 prenatal visits. Of those who attended classes, fifty-two percent (52%) were mothers and forty-eight percent (48%) were individuals who provided support.

10.2 NEONATAL AND POSTNATAL PROGRAMS

Public health nurses visit new mothers to discuss the services available in their community through Public Health services.

The program is aimed at new mothers, with priority to first-time mothers, mothers or newborns with health problems, or those referred by doctors or hospital personnel.

There were 12,149 newborn visits and 10,334 postnatal visits in 1990-91.

10.3 PARENT EDUCATION

A number of parent education initiatives have been undertaken by public health and social services offices, hospitals and community organizations. In some cases, the education has been on an individual basis in clinics, homes or other settings as needs arise. In other cases, it has been on a group basis through organized programs.

One example of a group parent education program has been Nobody's Perfect, a health promotion program designed to assist parents of preschoolers

to increase their parenting knowledge and skills, their self-help and mutual support skills and their confidence level as parents. The program consists of a series of sessions for a small group of participants, facilitated by a trained leader but responsive to the interests of the participants. The content and materials were developed for use by parents of young children (0-5 years) with one or more of the following characteristics: adolescent, single parent, less than grade 12 education, low income, limited social support.

The Nobody's Perfect program has been implemented on a limited basis through some public health offices. Between 1988-90, 374 persons (98% women) participated in this program.

10.4 ADOLESCENT PARENT AND CHILDREN'S SERVICES (APACS)

Established in 1983, this program is intended to help adolescents with children assume their parental responsibilities. It provides them with the support they need as single parents and offers various services, grants and opportunities to meet their own needs and those of their child. APACS also provides information and support services before and after the baby's birth, as well as offering counselling in areas like decision-making and parenting skills.

Eight-four percent (84%) of the users of the Adolescent Parent and Children's Services and Unmarried Parent Services are females, aged 18 and under.

The average monthly caseload in 1989-90 was 510 clients.

10.5 UNMARRIED PARENTS SERVICES

For over 25 years, this program has offered support for the pregnant woman who does not wish to keep her child after birth, or is uncertain what plans to make for her unborn child. It helps the woman explore her options and then do whatever

is in her own and her child's best interest. To do this, she receives the most current and reliable information on the options available. A social worker then provides her with the support required to follow through with her decision. If she decides to put the child up for adoption, the social worker ensures the child is placed with parents who can meet its needs. If she chooses to keep the child, she is offered appropriate support services.

In 1989-90, the average monthly caseload was 51.

11 SERVICES FOR CHILDREN

11.1 OFFICE FOR CHILDHOOD SERVICES

Established in 1989, the Office for Childhood Services provides a focus for government-wide coordination of policy and program development, and advice to the government regarding issues relating to services for children.

The office works in partnership with officials from relevant provincial government departments, representatives of key non-government agencies and organizations with a major interest in issues affecting children. The Office for Childhood Services develops policy guidelines and makes recommendations to government regarding initiatives concerning children from birth to 12 years. The Office also acts as the Secretariat for the Minister of State for Childhood Services and is responsible for the provincial coordination of the Day Care Services Program and the Early Childhood Intervention Services Program.

11.2 UNIVERSAL KINDERGARTEN PROGRAM

A universal kindergarten program for five year old children in the province of New Brunswick will be implemented in September 1991. This play based program will provide a solid foundation from which to build a more comprehensive quality education

for all young New Brunswickers. The Schools Act has been amended to accommodate this new and important program.

11.3 CHILDREN'S DAY CARE SERVICES

Established in 1974, in accordance with the Family Services Act, all day care facilities must have departmental approval to operate and must meet the requirement of the Day Care Regulations and the Standards for Day Care Facilities. In New Brunswick, a day care facility is defined as either a day care center (193 establishments) or a community day care home (16).

Regional Early Childhood Services Coordinators working out of regional departmental offices are responsible for the approval, monitoring and inspection processes defined by legislation.

The beneficiaries of this legislation are the parents of young children.

There were 6606 approved child care spaces as of March 1990.

11.4 DAY CARE SUBSIDIES

The Day Care Subsidy Program provides subsidies to a Day Care Center on behalf of eligible children. Eligibility is determined when certain social factors and total family income, including family allowances, have been assessed.

To qualify for a subsidy, the social factors assessed for the service are defined as a situation where one or both parents are working, in job training, or where a child or family has a special need for the services.

As of March 1991, there were 1,016 subsidized spaces for children. Eighty-nine percent (89%) of those receiving child care subsidies are single parents; ten point six percent (10.6%) are two parent families.

11.5 WELL CHILD CLINICS

Well-child clinics, a public health program, are held on a scheduled basis in all regions of the province. Public health staff, primarily nurses, provide health and nutrition information and counselling, child growth and development monitoring, and immunization. Referrals are made by the public health nurses for follow-up of conditions requiring further assessment, treatment, or other support services.

In 1990-91, a total of 1,775 clinics were held and 30,128 infant or toddler visits were recorded.

11.6 PRESCHOOL SCREENING

Children preparing to enter school are assessed for physical, psychological and social readiness at pre-school clinics. Public health nurses screen children for hearing, vision, speech and other health problems and recommend follow-up to parents when this is indicated. Information is also provided at these clinics by public health staff on topics such as nutrition, dental care and other health-related matters.

In 1990-91, a total of 473 clinics were held and 9631 children were screened.

11.7 SCHOOL HEALTH

Public health nurses visit New Brunswick schools to provide children and adolescents with public health education and certain screening services, for example, for vision and hearing impairment. If necessary, public health nurses will counsel parents and follow up on problem cases. In addition, public health staff act as resources to teachers and other school personnel on issues of concern. In 1990-91, public health nurses screened 41,972 children for health problems and provided 22,256 children with individual counselling regarding a variety of health problems.

11.8 SPECIALIZED PEDIATRIC CLINICS

Public Health Services hold specialized pediatric clinics for children in order to identify, evaluate and treat congenital and acquired handicapping disorders at an early age. A multidisciplinary team assesses each child and develops a plan for treatment and follow-up if necessary. Specialists also offer their services to clinics in areas where this expertise is not available locally. Six specialized clinics are held at various intervals in different centers. These clinics are: cardiology, neurology, genetics, generalized pediatric, orthopedic and neuromuscular. In 1990-91, a total of 5121 children were registered in the specialized pediatric clinic program.

11.9 JUNIOR REHABILITATION EQUIPMENT PROGRAM

The purpose of this program is to offer clinical and financial assistance towards the provision of rehabilitation services to physically handicapped children from low income families. The financial assistance covers the cost of prosthetic and orthopedic appliances as well as hearing aids. In 1990-91, 1280 children received assistance with equipment funding through this program.

11.10 COMMUNITY BASED SERVICES FOR SPECIAL NEEDS CHILDREN

Established in 1985, this program offers a range of support services to children with special needs, and their families. Primary services offered to eligible children and their parents include: service coordination to ensure a continuity of services, in-home support, such as relief care or assistance in handling the child's day-to-day care, interdisciplinary assessment where the expertise of appropriate professionals is used in developing a service plan for the child and family, and in some cases, financial benefits to alleviate extraordinary costs related to the special needs of the child.

Services are provided for parents of special needs children. Twenty percent (20%) of users are single parent families. In 1989-90 the average monthly caseload was 700. Forty-three percent (43%) of the adults designated as the main contact were women.

11.11 CHILD PROTECTION SERVICES

Child protection services are provided to children and parents when a child's security and development are in jeopardy. Service is directed at investigating and overcoming physical, sexual and emotional abuse and neglect so that children can remain with their parents while efforts are made to strengthen and support the family. Where security and safety cannot be ensured in the family home, alternative placement of children is arranged.

From April 1 1989 to March 31 1990, there were 6468 child protection cases of which fifty seven percent (57%) involved single parent families. The average monthly caseload for child protection cases was 1815.

Seventy-four (74%) of the adults designated as the main contact in these cases were women.

11.12 INDIAN CHILD AND FAMILY SERVICES

By virtue of an agreement with the Federal Government and the First Nations of New Brunswick, the authority of the Minister of Health and Community Services for the provision of certain child and family services has been delegated to the Aboriginal communities. Ten Indian Child and Family Services agencies exist. They aim to provide social services in a culturally responsive manner, paying particular attention to traditional ways of coping with family issues. Of particular concern to these agencies are the special circumstances of many female single parents who have regained Indian Status and have returned to live in aboriginal communities.

12 SERVICES FOR SENIORS

12.1 OFFICE FOR SENIORS

Established in 1989, the Office for Seniors provides a focus for government-wide coordination of policy and program development and service delivery strategies for New Brunswick seniors. In partnership with officials from relevant provincial government departments, representatives of key non-government agencies and organizations with a major interest in issues affecting seniors, and seniors themselves, the Office for Seniors develops policy guidelines and makes recommendations to government regarding issues relevant to seniors.

Fifty-seven percent (57%) of all New Brunswick seniors are women.

12.2 COMMUNITY BASED SERVICES FOR SENIORS (CBSS)

This program was established in 1978 in 3 pilot areas and became province-wide in 1982. CBSS provides a range of in-home social support services for people 65 years of age and older who, based on an assessment, are determined to need support services to remain in their own homes. The types of services available include assessment, counselling, homemaker/housekeeper service, meals-on wheels, seniors day care, relief care, plus volunteer services such as friendly visiting, telephone reassurance, handiperson services and transportation.

These services are available to supplement, not replace, the seniors informal support system. A participation fee policy applies to homemaker, meal, day care and relief care services.

Seventy-five percent (75%) of those who use these services are of age 75 and over. Seventy-four percent (74%) of users age 75 and over are women.

12.3 SINGLE ENTRY POINT PILOT PROJECT

Established in 1989, this pilot project in two regions, Fredericton and the Acadian Peninsula, provides integrated access to community health and social services and to nursing home placement for seniors. An enhanced array of community based services are provided to elderly people who, based on a multidisciplinary assessment, are determined to be at high risk of institutionalization.

Between April and October 1990, there was an average of 78 seniors assessed per month. Approximately sixty percent (60%) were women.

12.4 SENIORS' HEALTH BENEFITS PROGRAM

The major purpose of this program is to increase or maintain the autonomy of seniors in their home.

There is no premium required for seniors receiving Old Age Security / Guaranteed Income Supplement. Seniors who do not receive the Guaranteed Income Supplement may register for the Seniors' Health Benefits Program by paying an annual premium.

This program helps pay for injection supplies, other diabetic supplies, ostomy supplies, vision care, hearing aids, foot care, chiropractic services, orthoses, prostheses and tracheotomy supplies.

There are 69,458 registered seniors. There were 46,342 claims to 17,536 beneficiaries.

12.5 SENIORS' REHABILITATIVE EQUIPMENT PROGRAM

New Brunswick residents aged 65 and over can borrow rehabilitative equipment at no charge to help them in their daily activities. As well as functional assistance, special equipment, such as home lifts and oxygen concentrators, is available through this program.

This program served 6,776 seniors in 1990-91.

12.6 PRESCRIPTION DRUG PROGRAM (PDP)

The PDP provides prescription drug benefits to eligible residents of New Brunswick. The program consists of several individual drug plans, each designed to meet the needs of beneficiary groups, with seniors being the largest group.

12.7 NURSING HOMES

There are sixty-six (66) licensed Nursing Homes in the province. They provide long term residential care to eligible individuals requiring substantial personal supervisory and nursing care greater than the family and community resources can provide.

Of the 4,373 residents, as of March 1991, seventy two percent (72%) were women and sixty-nine percent (69%) of admissions in 1990-91 were women.

12.8 RELIEF CARE PROGRAM (NOT ONLY SENIORS)

This program is available to families providing in-home care to individuals of [illegible]e, requiring attention on a 24-hour basis. If [illegible]pplicant is eligible, arrangements are made with a participating nursing home or hospital to admit the individual, from time to time, whenever space becomes available, to relieve the care-giver.

13 SERVICES FOR INDIVIDUALS WITH DISABILITIES

13.1 COMMUNITY RESIDENCES

Community residences are facilities operated by non-profit organizations that provide therapeutic and/or rehabilitative residential services for adults with disabilities.

The department provides funding to these facilities and is responsible for ensuring that they operate in accordance with legislative requirements and standards. Furthermore, the

department provides case management services to the individuals residing in community residences.

13.2 SPECIAL CARE HOMES

Special care homes are privately operated, for profit facilities which provide supervisory and personal care for dependent adults with mental and/or physical disabilities, while encouraging them to live full, independent and satisfying lifestyles.

The Department of Health and Community Services is responsible for the approval and monitoring of special care homes and the case management of the individuals residing within them.

Approximately 2600 individuals live in special care homes. In 1989-90, forty-two percent (42%) of residents who are under age 65 were women. Sixty-two percent (62%) of residents over 65 were women.

13.3 COMMUNITY SERVICES TO DISABLED ADULTS

The intent of these services is to support and enhance the lives of disabled adults in need of community support services. Services include assessment, case planning and management, as well as various support and training services.

For 1989/90 the average monthly caseload was 2212. In 1989/90, forty-six percent (46%) of the persons using these services were women. This includes adults under age 65 residing in community residences and special care homes.

13.4 SUPPORTED TRAINING AND EMPLOYMENT PROGRAM

The supported Training and Employment Program is a community based vocational support service that provides disabled adults with appropriate skills in an integrated setting. The service includes vocational assessment, training in job or life skills and a variety of support employment options

including job search and facilitating natural supports in vocational settings.

In 1989-90, approximately 1200 clients were part of the program, forty-five percent (45%) of whom were women.

14 MENTAL HEALTH

14.1 SERVICES FOR INDIVIDUALS

The Mental Health Commission of New Brunswick provides services to individuals suffering from psychiatric and/or emotional problems. Services are provided in the areas of promotion/prevention, treatment and rehabilitation.

Even though services are provided to all population and age groups, there is a higher percentage of women seeking the service.

Mental health is closely linked to the social and economic conditions of women's lives. Therefore, some of the mental health services are specifically oriented to women such as eating disorders, assertiveness groups, and depression groups.

15 ALCOHOLISM AND DRUG DEPENDENCY

15.1 COUNSELLING, TREATMENT AND REHABILITATION PROGRAM FOR WOMEN

Throughout the province, the Alcoholism and Drug Dependency Commission provides services in counselling, treatment and rehabilitation for chemical dependency problems.

The program focuses on the chemically dependent person and the family, employer and significant others who are part of this individual's life. Although the services are predominantly used by

men, equivalent services are offered to women. Services are provided to those over the age of 16 years without parental consent or under 16 years with parental consent.

Beds for women are allocated in most of the facilities. A 28 day rehabilitation program designed for women is also offered. This program is maintained solely by female staff who assist the female client in her rehabilitation.

The department also funds Amana House which is a long term residential facility for women in Saint John.

A variety of public education programs on parenting, basic drug information, chemical use problems specific to women and community mobilization are offered.

Staff provide resource information and facilitate workshops for professionals such as nurses, teachers, social workers, guidance counsellors and law enforcement officers. Workshops on other topics include family issues relating to chemical dependency, addictions and pharmacology, and how to counsel a child with a drug problem.

The department operates the only chemical dependency library in the province located at the head office in Fredericton. This library also provides access to information from other sources. A variety of pamphlets are available and videos are available on a lending basis.

16 HOUSING

16.1 RESIDENTIAL REHABILITATION ASSISTANCE PROGRAM (RRAP) / HOME IMPROVEMENT LOANS (HIL)

This program provides loans (partly forgivable) to assist people in substandard housing to repair, rehabilitate or improve their dwellings.

According to program guidelines for rehabilitation funding, a housing unit must be sub-standard or deficient and require major repairs in one of the following categories: structural, electrical, plumbing, well and septic, heating, and fire safety, or be a crowded dwelling in a rural area before financial assistance is provided.

Client eligibility is based upon Core Housing Need, meaning those households in need who cannot afford or cannot obtain adequate or suitable accommodation.

16.2 EMERGENCY REPAIR PROGRAM

The program provides a loan or a grant for urgent repairs to principal dwellings. The loan provides qualifying low income homeowners with the financial and technical assistance necessary to correct unexpected deficiencies in the home that produce a health and safety hazard to the occupants.

16.3 PUBLIC HOUSING PROGRAM

This program, available to low income families and senior citizens, provides rental accommodation for those in need of adequate and/or affordable housing. Tenants in public housing are required to pay thirty percent (30%) of their income for accommodation.

Of the total 4533 public housing units, seventy-five percent (75%) were occupied by women.

Of the total 2444 family housing units, seventy-two percent (72%) were occupied by single parent women.

Of the total 2092 seniors housing units, seventy-nine (79%) were occupied by lone women in 1988.

16.4 RENT SUPPLEMENT PROGRAM

There are two programs, one jointly funded by Canada Mortgage and Housing Corporation (CMHC) and the New Brunswick Housing Corporation (NBHC) and the other wholly financed by NBHC. These programs provide subsidies for rent in private rental dwellings. Once designated, a unit is rented and the landlord receives the difference between the tenant's payment (30% of income) and the actual rental fee.

The program is available for households with financial difficulties who are living in or have found acceptable rental accommodations.

16.5 ASSISTANCE WITH RENTAL COSTS FOR SENIORS & ASSISTANCE WITH RENTAL COSTS FOR DISABLED PERSONS

These two programs, offered by the Department of Income Assistance, are designed to provide direct monthly cash assistance to lower income senior citizens, and to persons considered as disabled (as defined in the Social Welfare Acts and Regulations) to offset an unreasonable proportion of their income being spent on rent.

16.6 RURAL AND NATIVE HOUSING HOMEOWNERSHIP AND RENTAL PROGRAM (RNH)/ BASIC SHELTER PROGRAM (BSP)

These programs, jointly provided by the New Brunswick Housing Corporation and Canada Mortgage and Housing Corporation (CMHC) provide financial assistance to qualifying families in rural areas (population less than 2500) to purchase, purchase and repair or construct modest housing units.

16.7 NON-PROFIT HOUSING PROGRAM

The program provides assistance to public and private non-profit organizations and co-operatives to construct or acquire, own and manage housing units for households in need. Groups may receive interest-free repayable loans to develop a proposal. Tenants are selected based on

demonstrated need, and pay a rental fee of up to thirty percent (30%) of their household income. In the year 1989-90, approximately seventy-three percent (73%) of people who used this program were women.

16.8 DOWNPAYMENT ASSISTANCE PROGRAM

Introduced in 1989-90 by the New Brunswick Housing Corporation, this loan program assists eligible purchasers to buy a home. The program, totally funded by the New Brunswick Government, is available to low and middle income families and provides a second mortgage to cover the difference between the cost of the home, less a 5% down payment, and the conventional first mortgage received from a financial institution.

16.9 HOME COMPLETION LOAN PROGRAM

This program assists modest income households to complete their partially finished homes by providing repayable loans. The program is wholly funded by the Government of New Brunswick.

16.10 HOME ORIENTATION AND MANAGEMENT PROGRAM

This program provides workshops to assist tenants of subsidized housing to improve home management skills (eg. home maintenance, budgeting).

16.11 COMMUNITY INVOLVEMENT PROGRAM

The program promotes community development and enriches lifestyles in public housing projects through community centers, tenant associations and family activities. The program is totally funded by the New Brunswick Government.

16.12 SECOND STAGE HOUSING

This program is used one hundred percent (100%) by women and their children. Under the program,

housing units having four or five bedrooms are leased to transition houses in Saint John, Campbellton, Moncton and Edmundston. Acting as landlords, the transition houses select tenants, provide counselling and supervision and collect rent. The program began in Saint John in 1986 where it has ten housing units and provides homes for sixty-two families. The program was extended to Campbellton, Moncton, and Edmundston in 1989. To date, Campbellton has one unit housing three families; Moncton has one unit housing four families; and Edmundston has one unit housing four families.

16.13 NON-ELDERLY SINGLES PROGRAM

This program provides public housing units which are shared by two or more single people under the age of sixty-five. The program is available to women and men living alone who do not qualify for other housing programs.

17 AWARDS - RECOGNIZING ACHIEVEMENTS

17.1 SPIRITUS AWARDS

Each year the Women's Directorate presents Spiritus Awards to recognize the contributions of an individual, an organization and an employer who have made an outstanding contribution to advancing the status of women in New Brunswick.

17.2 WOMEN ENTREPRENEUR AWARDS

The Department of Commerce and Technology in conjunction with the Women's Directorate and the Regional Economic Development Commissions, hosts an annual Women Entrepreneur Awards Ceremony in Fredericton. Awards for excellence are presented to twelve women entrepreneurs as selected by the Commissions from around the province. These awards are designed to recognize the achievements of successful New Brunswick women entrepreneurs

and encourage more women to establish their own business thereby adding to this growing sector of the New Brunswick business base.

17.3 EQUITY AWARD IN EDUCATION

The first Minister's Award for Equity in Education, established by the Department of Education, will be presented in 1991. There are two awards presented annually.

18 BOARDS AND COMMISSIONS

18.1 APPOINTMENT OF WOMEN TO BOARDS AND COMMISSIONS

The Government of New Brunswick has made a commitment to increase the number of women appointed to decision making positions throughout its structure including Boards, Agencies and Commissions of the public service.

In many cases, nominations are received from sources outside government and appointments are made by government based on these nominations.

19 COMMITTEES - PLANNING FOR THE FUTURE

The Government of New Brunswick is continually striving to improve the social, economic and legal status of women. Presently several committees are working to develop strategies to improve existing programs and to develop programs for the future.

19.1 MINISTER'S ADVISORY COMMITTEE ON WOMEN'S ISSUES IN EDUCATION. (ANGLOPHONE AND FRANCOPHONE COMMITTEES)

Two committees were established in 1986, (Francophone and Anglophone) to advise the Minister on all matters related to issues of

concern to women in Education. The committees are composed of representatives of the various stakeholder groups, including Superintendents, teachers, trustees, home and school associations, Women's Directorate, Advisory Council on the Status of Women and the public.

19.2 REGIONAL COMMITTEE ON WOMEN'S ISSUES IN EDUCATION

The Maritime Provinces Education Foundation established a committee on Women's Issues in 1990 to develop cooperative projects. In 1990-1991 a needs assessment was undertaken to determine priority topics. Projects related to career development for female public school students are currently being considered.

19.3 INTERDEPARTMENTAL COMMITTEES

Deputy Ministers' Committee On Employment Equity

Interdepartmental Committee On Childhood Services

This interdepartmental committee is responsible for supporting and advising the Office for Childhood Services and for bringing forward policy recommendations on programs and services for children.

Provincial Advisory Committee On Childhood Services

This committee, composed of representatives from the external child care community, advises and provides feedback to the Office for Childhood Services.

Provincial Advisory Committee On Child Support Guidelines

This committee is studying the principles which will be considered in developing guidelines for making awards for child support. Once developed,

these guidelines will be applied by judges to the calculation of child support awards. This committee advises the Federal/Provincial Family Law Committee.

Interdepartmental Committee On Family Violence

The mandate of this committee is to monitor, recommend and coordinate government initiatives related to family violence.

Sub-committee On Woman Abuse Protocols

This sub-committee of the Interdepartmental Committee on Family Violence developed the Woman Abuse Protocols.

Sub-committee On Family Violence Public Awareness

This sub-committee of the Interdepartmental Committee on Family Violence is developing a public awareness campaign regarding family violence. The first phase will deal with violence against women.

Sub-committee On The Report Of The Special Advisor To The Minister Of Health And Welfare On Child Sexual Abuse (The Rix Rogers Report)

This sub-committee of the Interdepartmental Committee on Family Violence is reviewing the recommendations of the Rix Rogers Report.

Working Group On Woman Abuse Statistics

This working group initiated a pilot project on the collection of statistics on the abuse of women. As a result, a provincial statistical information system will be developed to track incidents of woman abuse and determine how cases are dealt with by the various components of the criminal justice system.

Organizing Committee For Provincial Symposium On Woman Abuse And The Criminal Justice System

This committee organized a three-day symposium in New Brunswick to: sensitize professionals to the dynamics and issues related to woman abuse; promote a multi-disciplinary approach by the criminal justice system in responding to incidents of woman abuse; facilitate local community team approaches to respond to and prevent woman abuse; and initiate protocol training for criminal justice personnel. This committee is presently inactive.

Gender Equality In the Justice System

This committee is examining various aspects of the justice system of New Brunswick. The objective is to make recommendations to eliminate gender bias and other gender-based inequities in the justice system. It is also providing input into the work of the two Federal/Provincial/Territorial Working Groups on Gender Equality in the Canadian Justice System presently chaired by the New Brunswick Department of Justice.

Interdepartmental Committee on Aboriginal Affairs

Review Committee On Equality In Government Communications

This committee, chaired by the Women's Directorate, will oversee and monitor the implementation of the Equality in Government Communications policy.

Interdepartmental Committee On Services For Seniors

The primary responsibility of this working committee is to ensure that provincial government services for seniors are developed in a comprehensive, co-ordinated and interdisciplinary manner.

Provincial Advisory Committee On Seniors

This committee ensures the participation of seniors and other interested groups in the development, design and delivery of government programs affecting seniors. The committee provides advice and assistance to the Office for Seniors. Membership in the committee is limited to nine persons, one third of whom will be seniors.

19.4 FEDERAL/PROVINCIAL/TERRITORIAL COMMITTEES

Federal/Provincial/Territorial Working Group on Gender Equality in the Canadian Justice System

This working group, chaired by the Department of Justice, is undertaking an examination of the Canadian Justice System with the objective of eliminating gender bias.

National Strategy on Violence Against Women

Status of Women officials have developed a framework for a national strategy to combat violence against women.

Federal/Provincial/Territorial Working Group on Women's Health

Federal/Provincial/Territorial Working Group on Adolescent Reproductive Health

19.5 ADVISORY BOARD - OFFICE FOR THE PROMOTION OF WOMEN IN BUSINESS

The Women's Directorate is a guest participant on the Advisory Board of the **Office for Promotion of Women in Business** established by the Advisory Council on the Status of Women. The mandate of the Office is to create a positive climate to empower women to achieve economic independence through entrepreneurship.

CHAPTER II
GOVERNMENT AS LEGISLATOR

CHAPTER II - GOVERNMENT AS LEGISLATOR

The laws of New Brunswick come from two sources - statute law (legislation) and common law. Statute laws can be passed by either the federal Parliament or the provincial Legislature. Acts passed by Parliament affect all Canadians. Those passed by the New Brunswick Legislature apply to all New Brunswickers.

Common law is based on the decisions of judges. Once a judge makes a decision in a case it becomes a part of the common law which can be changed by another court or by statute law.

This chapter highlights legislation in place in New Brunswick which is of particular importance to women.

20 ADVISORY COUNCIL ON THE STATUS OF WOMEN ACT

The New Brunswick Advisory Council on the Status of Women is an agency for consultation and study which was created to advise the New Brunswick Government on matters relating to the status of women. The Council reports directly to the Premier of the province.

The Council consists of 12 members appointed by the provincial Cabinet.

Members including the Chairperson and the Vice-chairperson are appointed for a term of three years. The Council meets periodically throughout the year to study and decide on various women's issues. The Council's staff then acts on these decisions.

The Act governing the Advisory Council states that the Council shall:

- advise the Minister on matters relating to the status of women and,

- bring before the government and the public matters of interest and concern to women.

In carrying out its functions, the Council may:

- receive and hear petitions from individuals and groups,
- undertake and recommend research on matters relevant to the status of women,
- recommend and participate in programs concerning the status of women,
- propose legislation and policies to improve the status of women,
- publish reports, studies and recommendations.

21 HUMAN RIGHTS

21.1 HUMAN RIGHTS ACT

The fundamental principle of the Human Rights Act is that *"all persons are equal in dignity and human rights without regard to race, color, religion, national origin, ancestry, place of origin, age, physical disability, mental disability, marital status or sex."*

The Act is administered by the New Brunswick Human Rights Commission. Persons who feel they have been wronged by an alleged violation of this Act may make a complaint in writing to the Commission.

Where it is found that a violation of the legislation has occurred, the offending party may be ordered to do or refrain from doing certain acts in order to comply with the provisions of the Act. In addition, the offending party may be ordered to restore, reinstate or compensate any person adversely affected by their discriminatory actions.

Any person who fails to comply with the provisions of or with an order made pursuant to the Act is guilty of an offence and may be liable to pay a penalty in the form of a monetary fine.

The New Brunswick Human Rights Commission also works to promote an understanding of the Act. It develops and conducts educational programs designed to eliminate discriminatory practices.

21.2 EMPLOYMENT

A) Employers

Under the Human Rights Act employers are prohibited from refusing to employ or refusing to continue to employ a person on the basis of gender. Employers must not discriminate against any person in the terms and conditions of their employment because of gender.

B) Employment Agencies

Persons who seek employment through employment agencies are not to be discriminated against on the basis of their gender.

C) Advertisements & Applications For Employment

The legislation makes it clear that the use of any application form for employment or the publication or circulation of any advertisement for employment that expresses any limitation, specification or preference as to gender is prohibited. Any such application or advertisement shall not require an applicant to provide information as to their gender.

D) Trade Unions & Employer's Organizations

The Act states that no person may be excluded, expelled or suspended from full membership in a trade union or employer's organization on the

basis of their gender. Sexual discrimination by a trade union or employer's organization against any person in their employment is also prohibited.

E) Membership In Professional, Business Or Trade Associations

The Act provides that no person shall be expelled, suspended or excluded from membership in a professional, business or trade association because of their gender.

21.3 SEXUAL HARASSMENT

The Human Rights Act defines sexual harassment as *"engaging in vexatious comment or conduct of a sexual nature that is known or ought reasonably to be known to be unwelcome."*

The Act prohibits sexual harassment by employers, fellow employees or associations such as trade unions or professional associations.

Furthermore, the Act prohibits sexual harassment in the provision of goods, services, facilities or accommodations to the public.

21.4 DISCRIMINATION IN NOTICES AND SIGNS

It is a violation of the Act to publish or display a notice, sign, symbol, emblem or any other representation indicating sexual discrimination.

21.5 OCCUPATION OF RENTED PREMISES

The Act provides that no person may be denied the right to occupy any commercial or dwelling unit on the basis of their gender. The Act prohibits landlords from discriminating on the basis of gender in the terms or conditions of occupancy. Landlords must not sexually harass their tenants.

21.6 SALES OF PROPERTY

A person who offers to sell an interest in property cannot refuse an offer of purchase because of the gender of the person making the offer. The terms or conditions of the sale of property must not discriminate against a person or class of persons based on their gender.

Terms or conditions on a conveyance, instrument or contract that restrict the rights of any person with respect to property because of their gender are not permitted.

21.7 EXCEPTIONS

A limitation, specification, exclusion, denial or preference because of gender, which would otherwise be prohibited by the Act will be permitted if it is based on a *"bona fide"* qualification as determined by the Commission.

21.8 SPECIAL PROGRAMS

The Human Rights Commission may approve programs that are designed to promote the welfare of a certain class of persons. Such programs, when approved by the Commission do not violate the sections of the Act even though they may impose certain specifications or limitations which would otherwise be prohibited. An example of such a program is Employment Equity.

21.9 REPRISAL FOR FILING A COMPLAINT

The Act provides protection against reprisal for any person who has made a complaint to the Human Rights Commission or who has given evidence or assisted in the prosecution of a complaint. The legislation states that no person shall discharge, refuse to employ, exclude, expel, suspend, deny,

evict or otherwise discriminate against any person because they have made a complaint or assisted in the investigation of such a complaint.

22 OMBUDSMAN ACT

See page 12 for information on this.

23 EMPLOYMENT STANDARDS

23.1 EMPLOYMENT STANDARDS ACT

The minimum standards in the New Brunswick Employment Standards Act apply to all workers in the province, except those working in a private home for the homeowner such as domestic workers, and those workers covered by federal legislation. In addition, workers in agriculture services working for employers with three or fewer employees are not covered.

The purpose of the Act is to set minimum standards with respect to hours of work, rest periods, overtime, paid holidays, vacations, sick leave, minimum wage, dismissals and layoffs.

23.2 LEAVES

The Employment Standards Act states that employers in New Brunswick must provide the following leaves.

A) Maternity Leave

The Act states that an employer shall not dismiss, suspend or lay off an employee who is pregnant or refuse to employ a person who is pregnant for reasons arising from her pregnancy alone.

Employers in New Brunswick must provide maternity leave without pay for up to seventeen weeks.

The conditions for maternity leave are as follows:

1) The leave is to commence not earlier than eleven weeks prior to the delivery date.

2) The employee must provide her employer with a certificate of a medical practitioner stating that the employee is pregnant and stating the date, in the practitioner's opinion, on which the delivery will occur.

3) An employee intending to take a leave of absence must notify her employer of such intention four months before the projected date of delivery or as soon as the pregnancy is confirmed, whichever is later. She must also advise her employer of the anticipated date of commencement of the leave.

4) In the absence of an emergency the employee must give her employer two weeks notice of the actual date of commencement of the leave.

5) The anticipated date of delivery must fall within the period of leave stipulated in the employee's request.

Where an employee cannot reasonably perform the duties of her position because of her pregnancy, or where the employee's work is materially affected by her pregnancy, the employer may require the employee to commence a leave of absence. An employer may only do this where there is no alternative employment available which the employee can perform.

Upon an employee's return to work after the expiration of the period of leave, the employer must reinstate the employee in the position the employee held immediately before the commencement of the leave or an equivalent position with no decrease in pay. There shall be no loss of benefits which the employee had accrued up to the commencement of the leave.

If a woman was unable to perform her regular employment due to her pregnancy and was given

alternate employment, this alternate employment is not considered to be the position held immediately before the commencement of the leave.

B) Child Care Leave

The Act allows both natural and adoptive parents a childcare leave of up to twelve weeks. This leave may be taken by one parent alone or shared between the parents and does not affect the natural mother's right to seventeen weeks of maternity leave also provided by this Act.

Where a newborn or adopted child has attained the age of six (6) months before coming into the care and custody of the employee and it is certified by a medical doctor that the child suffers from a physical, emotional or psychological condition that requires parental care, the employer is required to grant the employee an additional leave without pay of up to five (5) consecutive weeks. An employee intending to take this additional leave, in the absence of an emergency, must give four (4) weeks' written notice to the employer.

The child care leave may be taken by either natural or adoptive parents. Where both parents are employees it may be shared by the child's parents but the leave is only 12 or 17 weeks in total regardless of how it is divided. It must be taken in a consecutive manner.

Child care leave shall begin not earlier than the date on which the newborn or adopted child came into the care and custody of the employee and end not later than fifty-two (52) weeks after that date.

23.3 EQUAL PAY FOR EQUAL WORK

Where the work of male and female employees:

is performed in the same establishment;

is substantially the same in nature;

requires the same skill, effort and responsibility; and

is performed under similar working conditions;

employers are required to pay these employees the same rate of pay unless the difference is due to any one or more of the following criteria. These include:

a seniority system;

a merit system;

a system that measures earnings by quantity or quality of production; or

any other system or practice that is not otherwise unlawful.

An employer shall not reduce the rate of pay of an employee in order to comply with the equal pay requirements of the Employment Standards Act.

Where an employer violates the equal pay requirements of the Act resulting in an employee receiving a lower amount of pay than he or she would have received, the director (appointed by the Minister of Labour) may make any order, considered appropriate and just in the circumstances. This includes an order that the employer compensate the employee for the loss of pay.

The equal pay legislation applies to both males and females. However, pay comparisons may only be made between persons of the opposite sex. If two persons of the same gender do the same work and one is paid less than the other, that employee cannot make a claim for equal pay.

The Act applies only to equal pay for equal work. It does not apply to work of equal value. A claim cannot be made where work done by one gender is different than the work done by persons of the opposite gender but is worth as much to the employer.

If a person who makes a complaint requests that their name not be revealed, it will be kept confidential.

23.4 PAY EQUITY ACT

See page 69 for information on this Act.

24 FAMILY SERVICES ACT

The Family Services Act recognizes that the family exists as the basic unit of society. The purpose of the Act is to protect the fundamental rights and freedoms of children, families and individuals.

The Act contains provisions with respect to the following issues:

- the provision of community social services;
- community placement resources such as day care services, foster homes and institutions for the care of children or adults;
- protection services in relation to the abuse or neglect of children or adults;
- children in the care of the Minister of Health and Community Services;
- adoption;
- parentage of children;
- support obligations, custody and access.

In the spring of 1991 amendments were made to the Family Services Act. Maintenance order enforcement provisions of the legislation were modified to result in the automatic enforcement of maintenance arrears.

25 MARRIAGE

25.1 MARRIAGE ACT

The Marriage Act outlines the legal requirements which two people must meet before they can be married in the province of New Brunswick.

Both persons must be 18 years of age in order to marry. If a person is between 16 and 18 years old, he or she can only be married with the consent of both parents or one supporting parent or guardian. Alternatively, a Judge of the Court of Queen's Bench may give written consent to the marriage.

In special cases, a person under 16 years of age may marry with the written consent of a Judge of the Court of Queen's Bench.

If a person has been married and then divorced or widowed, he or she may remarry without anyone's consent.

25.2 MARRIED WOMAN'S PROPERTY ACT

The Married Woman's Property Act addresses the rights and obligations of married women in the province of New Brunswick. The Act provides that a married woman;

continues to be liable for any negligent act committed, contract entered into, or debt incurred by her before her marriage;

is capable of entering into contracts or incurring debts;

is capable of acquiring, holding or disposing of property;

is capable of being sued;

is subject to the enforcement of judgements and orders;

is capable of acting in a fiduciary (position of trust) or representative capacity.

26 MARITAL PROPERTY

26.1 MARITAL PROPERTY ACT

The Marital Property Act contains provisions dealing with the division of marital property (as defined by the Act) between spouses upon the breakdown of a marriage. The following is a general review of some provisions of the Act which are of interest to women.

26.2 DIVISION OF MARITAL PROPERTY

The Act recognizes that childcare, household management and financial provision are the joint responsibilities of spouses and they are recognized to be of equal importance in assessing the contribution of each of the spouses to the acquisition, management, maintenance, operation or improvement of marital property. Generally (subject to other equitable considerations found in the Act) the fulfillment of these responsibilities entitles each spouse to an equal share of marital property and an equal share of the burden of the marital debts.

The Act states that a Court may order marital property to be divided between the spouses in unequal shares if the court believes that an equal division would be inequitable having regard to all of the following:

any agreement other than a domestic contract;

the duration of the period of cohabitation of the marriage;

the length of time the spouses have lived separate and apart;

the date when the property was acquired;

the extent to which property was acquired by one spouse as a gift; or

any other circumstance relating to the property which would make an equal division inequitable.

26.3 MARITAL HOME

The Act provides that upon the application of a spouse the Court may direct that spouse be given exclusive possession of the marital home. This order may only be made if the court is of the opinion that other provisions for shelter are not adequate in the circumstances or it is in the best interests of a child to make the order.

26.4 DOMESTIC CONTRACTS

Another part of the Act deals with domestic contracts. A domestic contract means a marriage contract, separation agreement or a cohabitation agreement.

A domestic contract must be in writing and signed by both parties whose signatures must be witnessed. The court may disregard any provision of a domestic contract if the spouse who is challenging that provision did not receive independent legal advice and the court is of the opinion that the provision is inequitable. The court may also disregard any provision dealing with support, custody or access to a child if in the opinion of the court it is in the best interests of the child to do so.

A) Marriage Contract

A man and woman may enter into a marriage agreement before or during their marriage (while they are cohabiting) to agree to their respective rights and obligations under the marriage or upon separation, death or the annulment or dissolution of the marriage. Agreement may be made with respect to ownership in or division of property,

support obligations or any other matter in the settlement of their affairs. The agreement cannot provide for the right to custody of or access to their children.

B) Cohabitation Agreement

A man and woman who are cohabiting but not married may enter into a cohabitation agreement. They may agree to their respective rights and obligations during cohabitation or upon ceasing to cohabitate or upon death. They cannot agree to the right to custody of or access to their children. If parties making a cohabitation agreement subsequently marry the agreement becomes a marriage contract.

C) Separation Agreement

A man and a woman who had cohabited but have separated may enter into a separation agreement to agree to their respective rights and obligations including ownership in or division of property, support obligations, the right to custody of and access to their children and any other matter.

27 RECIPROCAL ENFORCEMENT OF MAINTENANCE ORDERS ACT

The Reciprocal Enforcement of Maintenance Orders Act facilitates the enforcement of maintenance orders. The Act contains provisions which allow courts throughout Canada and in some states to enforce maintenance orders issued by courts in other jurisdictions.

Provided all requirements of the Act are met, a final order for maintenance or support issued by a court of a reciprocating state may be filed in a New Brunswick court. Once registered, the order has the same effect as a final order issued by a court in New Brunswick. The Act also provides that a final order for maintenance or support issued by a court in New Brunswick may, in certain

circumstances, be registered in the court of a reciprocating state.

The Act applies to reciprocating states which are listed in the regulations to the legislation. Included are all the provinces and territories of Canada and some American states.

28 CHANGE OF NAME

28.1 CHANGE OF NAME ACT

As of April 1, 1988 a new Change of Name Act is in force in New Brunswick. This new legislation sets out the procedures to follow to change a registered name. It also provides for election of a surname upon marriage, upon dissolution of a marriage, or during the marriage if the marriage occurred in New Brunswick before May 1, 1987, or in some circumstances, if the marriage occurred outside of New Brunswick. An application to change a name must be made through the Change of Name Section in the office of the Registrar General of Vital Statistics. For information on the procedure and requirements to change your name, contact the Vital Statistics Office.

A fee is charged for a change of name. A person who changes their name is responsible for notifying others.

28.2 REGISTERED NAME

To apply for a change of registered name, a person must be a New Brunswick resident who is at least 19 years of age. A parent with lawful custody of a child may also apply to change the name of that child. The change is reflected in the birth records in the Vital Statistics office.

28.3 ELECTION OF A SURNAME UPON MARRIAGE

The following options are available for election of a surname upon marriage:

retain the surname used immediately before the marriage;

revert to the person's registered surname;

assume the surname of the person's spouse; or

assume a combination surname derived from the surnames of both spouses.

If a marriage ends by divorce, death or annulment, a person may choose to revert to his or her registered surname or to use the surname used immediately before the marriage. If a surname is elected, the name on the birth record does not change.

29 LEGAL AID ACT

The Legal Aid Act provides for the establishment of Legal Aid New Brunswick.

See page 14 for information on this.

30 VICTIM SERVICES

30.1 VICTIM SERVICES ACT

The Victims Services Act is based on the following principles:

Victims should be treated with courtesy and compassion and with respect for their dignity and privacy.

The inconvenience to victims caused by their involvement with the criminal justice system should be minimal.

Information about remedies should be made available to victims.

Victims should be informed about the procedures of the criminal justice system.

The views and concerns of victims should be considered.

Training should be provided to criminal justice personnel to sensitize them to the needs and concerns of victims.

Victims should be informed of available health and social services.

Victims should report crimes and cooperate with law enforcement authorities.

The Act provides that a surcharge may be imposed against persons convicted of offenses under a number of provincial acts. Money collected from these surcharges goes into the Victims Services Fund. This fund is used for carrying out the purposes and promoting the principles of the Victims Services Act as previously stated.

30.2 COMPENSATION FOR VICTIMS OF CRIME ACT

The intent of this Act is to provide compensation to victims of crime who have suffered financial loss or pain and suffering as a result of a criminal offence. The Act also applies to the spouse, parent, child, or dependant of the victim. The crime must have occurred in New Brunswick but the victim does not have to be a New Brunswick resident.

31 GUARDIANSHIP OF CHILDREN ACT

This Act provides for the appointment of a guardian(s) for children under the age of nineteen. The Act also describes the rights and duties of guardians.

32 DEVOLUTION OF ESTATES ACT

If a person dies without a will, leaving a widow and one child, the widow receives the deceased's interest in the marital property (as defined in the Marital Property Act) and one-half of the remainder of the deceased person's estate.

If a person dies without a will, leaving a widow and children, the widow receives the deceased's interest in the marital property and one-third of the remainder of the deceased person's estate.

33 PROVISION FOR DEPENDANTS ACT

The purpose of this Act is to ensure that sufficient provision is made for the dependants of a deceased person. If a person dies with a will, but without making adequate provision for the proper maintenance and support of his or her dependants, a court may order that adequate provision for dependants be made out of the estate of the deceased person.

Where a person dies intestate and the provisions of the Devolution of Estates Act do not make adequate provision for the maintenance and support of the deceased's dependants, a judge may order that adequate provision for the dependants be made out of the estate of the deceased.

34 WOMEN'S INSTITUTE AND INSTITUT FÉMININ ACT

This Act creates two institutes: the "New Brunswick Women's Institute" and "Institut féminin francophone du Nouveau-Brunswick".

The objectives of the Women's Institute and the Institut féminin are:

to raise the standard and develop a greater appreciation of homemaking;

to develop better informed, happier and more efficient citizens;

to develop a more abundant life in communities;

to discover, stimulate and develop leadership; and

to promote national and international understanding and goodwill.*

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* Women's Institute and Institut féminin Act R.S.N.B. (1990) Chap W-11, Section 7.

CHAPTER III
GOVERNMENT AS EMPLOYER

CHAPTER III - GOVERNMENT AS EMPLOYER

Significant changes have occurred in families and in the workplace since the 1950s when the majority of Canadian families consisted of a husband who worked full time and a wife who was a full time homemaker and caregiver. Today, this traditional family exists in less than one in five homes in Canada![1] In addition to the traditional family, the term family now includes single parent families, blended families, childless couples, singles or shared singles, multi-generation extended families with aged parents at home, and numerous other combinations.

Today the majority of women in New Brunswick are in the paid labour force. Women's labour force participation in New Brunswick has risen substantially from thirty-eight percent (38%) in 1975 to fifty-one point eight percent (51.8%) in 1990.[2]

Social policies and employment practices must recognize the variety of family relationships. In order to achieve economic equality for women, employers must consider women's roles as employee; spouse; parent; and caregiver to the young, disabled and elderly. With women's increased participation in the paid labour force, the culture and employment policies and practices of organizations must accommodate women's multiple roles in society.

In order to redress past inequities the Government of New Brunswick has taken a proactive role in

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1. Canadian Advisory Council on the Status of Women "Fine Balances: Equal Status For Women in Canada in the 1990's", March 1987, Catalogue No. LW 31-26 / 1987 E, p.14.

2. Statistics Canada, Historical Labour Force Statistics, February 1991, Pub. 71-220.

establishing both pay equity legislation and an Employment Equity policy and program for women in Part I of the Public Service. The government, acting as a role model to other employers, has provided opportunities for women and men to share family responsibilities through initiatives such as flexible working hours and parental leave. The government as employer is committed to the realization of economic equality and to improving the workplace for women.

The Employment Standards Act of New Brunswick provides minimum employment standards which apply to all employees in New Brunswick. The Government of New Brunswick, as employer, also provides policies and programs for government employees. This section provides an overview of provisions for New Brunswick Government employees.

It should be noted that not all policies and programs apply to all employees as the public service is made up of four parts[3] and provisions for employees may vary depending under which part the employee falls. Also, the collective bargaining process may cause variations in policies and programs for different groups of unionized employees.

35 PAY EQUITY

Pay equity is a compensation practice which is intended to address the difference in women's and men's wages resulting from the historical division of labour in the paid work force and the undervaluation of women's jobs due to occupational segregation and wage discrimination.

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3. Part I, Civil Service; Part II, Schools; Part III, Hospitals; Part IV, Some Corporations, Commissions, Agencies.

Also known as "equal pay for work of equal value", it is based on the principle that work performed by women which is equivalent in value to work performed by men in the same establishment should be paid the same, when non-gender related factors which influence pay are taken into account. Unlike "equal pay for equal work", pay equity involves the comparisons of dissimilar jobs to determine whether they are of equal value.

The purpose of pay equity is to address that portion of the wage gap that is attributable to gender discrimination in the setting of wages. Several factors contribute to the wage gap between men's and women's earnings in addition to the undervaluation of traditionally female jobs. These non-gender related factors include educational background, training, hours worked, rate of unionization, experience and so on. Pay equity is not intended to address general problems of low wages, perceived inequities between individual employees or the entire wage gap.

Pay equity is recognized as one of the measures which can be undertaken to achieve labour force equality. Other measures which are needed to achieve equality in employment for women include employment equity programs, training programs and quality, affordable child care.

The Pay Equity Act is designed to eliminate gender-bias in pay for female-dominated classes by objectively comparing male- and female-dominated job classifications.

Where the comparisons, based on skill, effort, responsibility and working conditions, reveal that female-dominant classes are paid less than comparable male-dominant classes, the rates of pay for the female-dominant classes are to be adjusted upward.

The Act stipulates a three-step process for the implementation of pay equity with strict deadlines for reaching agreement at each step:

1) Selection of a job evaluation system and agreement on the dominant classes by June 22, 1990. (The Aiken System was selected.)

2) Evaluation of the male and female dominant classes and identification of overall inequities by June 22, 1991. (Completed)

3) Negotiation of pay adjustments with each union by October, 1991. (The first salary adjustments are to be made after completion of this step.)

The Pay Equity Act, proclaimed on June 22, 1989, applies to Part I of the New Brunswick Public Service.

36 EMPLOYMENT EQUITY PROGRAM FOR WOMEN

Employment Equity is a method by which steps are taken to improve the representation of women in all occupations and at all levels of the Civil Service which are covered by this program. It provides initiatives designed to accelerate the rate of improvement of women's employment status and concrete objectives for the training, promotion, development and hiring of women.

The Employment Equity Program is designed to:

1) eliminate barriers to women's advancement in Part One of the Public Service;

2) achieve a more equitable representation of women in Part I of the Public Service in all occupational categories, and at all levels;

3) establish annual goals on a Departmental basis to achieve this policy. Increasing the

representation of women in positions and classifications where they are under-represented or absent is to be a component of each plan.

The program presently applies to those departments and agencies which have more than twenty (20) employees and are enumerated in regulation 88-137 under the Civil Service Act S.N.B. 1984, c.C-5.1.

Advanced Education and Training
Agriculture
Alcoholism and Drug Dependency Commission
Board of Management
Commerce and Technology
Education
Environment
Finance
Fisheries and Aquaculture
Health and Community Services
Income Assistance
Justice
Labour
Municipal Affairs
Natural Resources and Energy
Occupational Health and Safety Commission
Office of the Comptroller
Solicitor General
Supply and Services
Tourism, Recreation and Heritage
Transportation
NB Housing Corporation

36.1 EMPLOYMENT EQUITY ROLES AND RESPONSIBILITIES

The Women's Directorate is responsible for Employment Equity policy including: developing policy recommendations; monitoring the implementation of Employment Equity policy and programs; recommending approval or rejection of departmental Action Plans; and preparing an annual report on the status of women in the Civil Service to be tabled in the Legislature.

The Board of Management is responsible for overall implementation of Employment Equity policy including: compiling and approving departmental Action Plans; reviewing, in conjunction with the Women's Directorate, human resource policies; and maintaining and developing employment data which meets the monitoring and reporting requirements of the Women's Directorate.

Departments, Commissions and Agencies in the Civil Service are responsible and accountable for specific implementation of Employment Equity policy including: preparing specific action plans which set forth measurable goals; preparing annual departmental reports; and reviewing departmental human resource policies and practices.

36.2 EMPLOYMENT EQUITY ANNUAL REPORT

The Women's Directorate prepares an annual report on the status of women in Part One of the Public Service which is tabled in the Legislature by the Minister Responsible for the Status of Women.

36.3 EMPLOYMENT EQUITY STRATEGIES

The following Employment Equity strategies and activities are intended to provide examples of the types of initiatives that have been put in place by government departments to respond to the specific needs of women in their departments. It is important to note that not all departments within the government are using all of these initiatives. The following strategies highlight some of the initiatives being implemented but are not all inclusive.

A) Departmental Employment Equity Strategies

Departmental strategies to provide employment and advancement opportunity for women include:

identifying female employees with the potential and interest to advance;

keeping a registry of women interested in working in targeted areas;

providing temporary assignments of greater responsibility;

providing job enrichment opportunities;

utilizing secondments to special projects and other divisions;

providing opportunities for training and skill development;

sponsoring female employees in the Women in Management Course/Gestion au féminin pour femmes cadres*;

making special efforts to recruit seasonal and casual female staff for summer positions in occupations traditionally not occupied by women;

providing mentorship programs;

utilizing educational leaves;

using training positions;

providing career planning sessions;

using acting assignments;

choosing women to attend conferences, workshops, seminars and to sit on committees;

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* Women are given the opportunity to participate in the Women in Management Courses at University of New Brunswick or the Gestion au féminin pour femmes cadres.

using job-sharing programs;

implementing a formal human resource plan;

attempting to promote women from within government departments whenever possible;

encouraging women to apply for higher level positions; and

providing noon hour information sessions aimed at improving career and personal development.

B) Outreach Recruitment Strategies

Outreach recruitment strategies being utilized by government departments to hire women include:

presentations to junior, senior and post secondary classes to promote employment equity principles;

advertising competitions in student placement offices and providing copies of competitions to guidance counsellors; and

advertising positions to encourage female applicants.

The foregoing provides a sample of the types of Employment Equity strategies that are being undertaken by government departments. Ongoing monitoring and appropriate modification of these strategies is an integral and vital part of the Employment Equity implementation process.

36.4 CAREER DEVELOPMENT FOR CLERICAL AND SECRETARIAL STAFF

An Interdepartmental Committee on Career Development for Clerical and Secretarial

Occupations prepared a report for the Executive Council regarding ways to promote more flexible career paths and advancement opportunities for secretarial and clerical staff.

The Board of Management is currently developing an action plan based on this report.

37 SEXUAL/PERSONAL HARASSMENT POLICY

Since 1985, the Government of New Brunswick has had a policy regarding personal/sexual harassment for civil servants, school and hospital employees and public service clients.

Guidelines which accompany the policy provide clear definitions of personal and sexual harassment and outline steps which should be taken by a victim of either form of conduct. Disciplinary measures may range from reprimand to dismissal.

The government's policy is not the only protection for victims. Individuals may have recourse under a collective agreement. The New Brunswick Human Rights Commission continues to receive and investigate complaints of sexual harassment.

38 EQUALITY IN GOVERNMENT COMMUNICATIONS

A Committee on Equality in Government Communications, chaired by the Board of Management with representation from the Women's Directorate, the Department of Supply and Services, and the Department of Education developed a policy which was approved by the Cabinet Committee on Communications. The Women's Directorate in co-operation with the Department of Education produced a booklet on this policy entitled Equality in Government Communications.

39 LEAVES - PAID AND UNPAID

39.1 MATERNITY LEAVE

Collective agreements may provide for additional maternity leave beyond the seventeen weeks provided under the Employment Standards Act.

The majority of agreements provide for five (5) months unpaid leave with the first two (2) weeks available from accumulated sick leave (remainder of leave is unpaid; however, Unemployment Insurance Benefits may be available for a period of 15 weeks).

Some agreements provide for a supplemental unemployment benefit (SUB) which in conjunction with regular unemployment insurance maternity benefits enables the recipient to receive up to seventy five percent (75%) of regular earnings.

39.2 ADOPTION LEAVE

The majority of collective agreements provide for unpaid adoption leave.

Two agreements provide for paid leave of seven (7) working days, with one agreement providing for seven (7) days to be deducted from sick leave.

39.3 PATERNITY LEAVE

The amount varies from one (1) day with pay to four (4) days without pay. Several agreements contain no provision for paternity leave.

39.4 EMERGENCY LEAVE FOR CARE OF DEPENDENTS - CHILDCARE OR ELDERCARE

Non-Bargaining employees are entitled to three (3) working days per year with two (2) additional days to be deducted from sick leave.

At this time, bargaining employees have no specific provision for care of dependents; they would normally use other available leaves. The Board of Management has issued guidelines on leave for family responsibilities.

40 PENSION BENEFITS

Currently pensions are available only for full-time, regular employees who occupy a position on the plan of establishment.

41 ALTERNATE WORK ARRANGEMENTS FOR GOVERNMENT EMPLOYEES

41.1 JOB SHARING

Opportunities for job sharing are available to employees in Part I, subject to the requirements of the position.

41.2 PART-TIME

Certain benefits are pro-rated as is the accumulation of vacation and sick leave.

42 OTHER POLICIES AND PROGRAMS

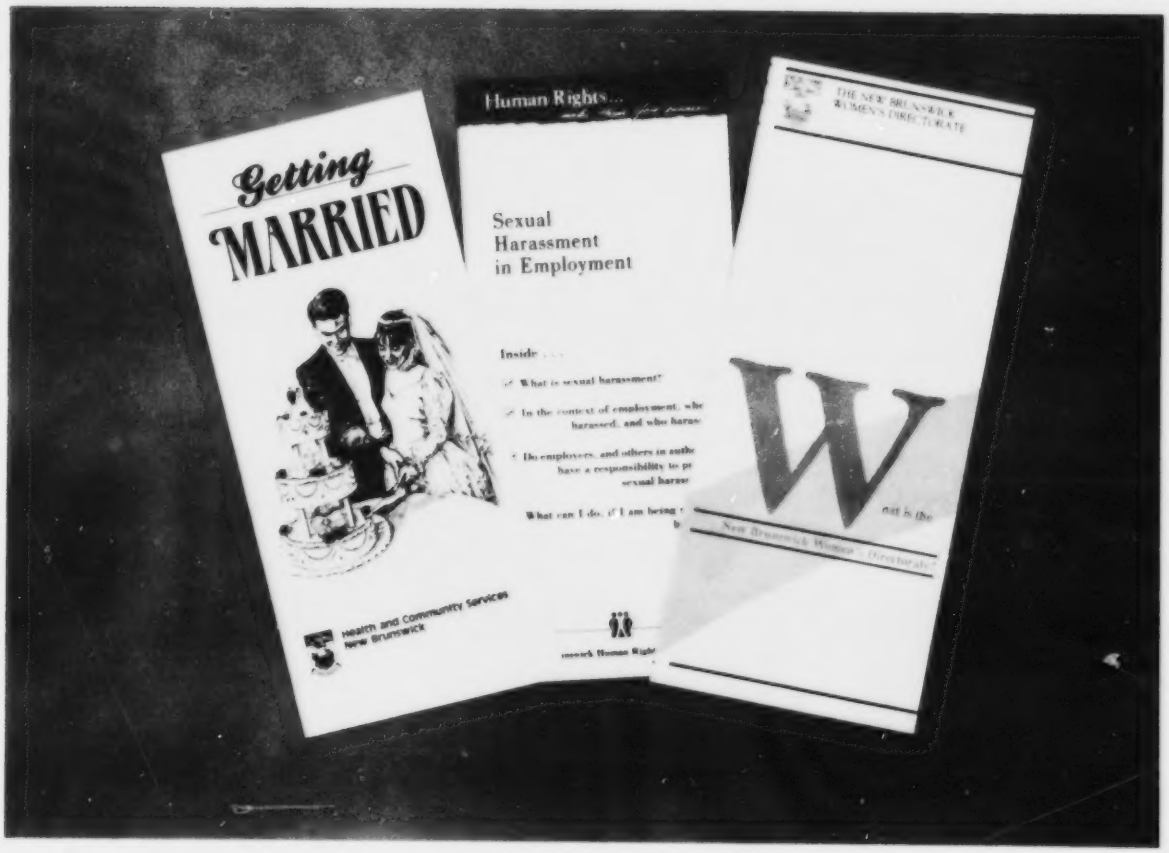
The health and well-being of all employees is addressed through a variety of policies and programs.

The following list applies to both women and men.

- bereavement leave
- sick leave

- vacation leave
- educational leave
- employee assistance program
- availability of Blue Cross and disability insurance plans
- non-smoking policy
- access to smoking cessation programs
- safety committees
- equal employment opportunity program

CHAPTER IV
PUBLICATIONS AND RESOURCES



CHAPTER IV - PUBLICATIONS AND RESOURCES

43 PUBLICATIONS AND RESOURCES AVAILABLE

43.1 WOMEN'S DIRECTORATE

1. **BROCHURES**

WHAT IS THE NEW BRUNSWICK WOMEN'S DIRECTORATE?

EMPLOYMENT EQUITY: PLANNING FOR RESULTS

WHAT IS THE CANADIAN CHARTER OF RIGHTS AND FREEDOMS?

2. **EQUALITY IN GOVERNMENT COMMUNICATIONS**

This booklet explains the government's policy on equality in all forms of communication and provides many examples of gender-neutral language.

3. **SELECTED REPORTS**

THE EMPLOYMENT EQUITY PROGRAM FOR WOMEN IN THE NEW BRUNSWICK CIVIL SERVICE:

ANNUAL REPORT, 1986
ANNUAL REPORT, 1987
ANNUAL REPORT, 1988
ANNUAL REPORT, 1989
ANNUAL REPORT, 1990

REPORT OF THE INTERDEPARTMENTAL COMMITTEE ON PAY EQUITY

WORK AND FAMILY RESPONSIBILITIES: AN OVERVIEW OF NEW BRUNSWICK GOVERNMENT INITIATIVES

EDUCATIONAL OPPORTUNITIES FOR GIRLS AND BOYS: A COMMITMENT TO SEX EQUITY

ANNUAL CONFERENCE OF FIRST MINISTERS. INTEGRATION OF WORK AND FAMILY RESPONSIBILITIES: REPORT ON STRATEGIES

REPORT OF THE COLLABORATIVE ACTION GROUP ON COUNSELLING (FEDERAL/PROVINCIAL)

4. **DATING VIOLENCE**

   This pamphlet is designed to inform young people about the problem of violence in relationships.

5. **FACT SHEET SERIES**

   This series provides succinct factual information in four main areas:

   WOMEN IN THE NEW BRUNSWICK LABOUR FORCE

   WOMEN AND EDUCATION IN NEW BRUNSWICK

   WOMEN IN NEW BRUNSWICK SOCIETY

   WOMEN AND THE ECONOMY

6. **WOMEN AND THE LAW SERIES**

   This series deals with legal issues which impact on women.

7. **HISTORICAL SKETCHES**

   This series focuses on New Brunswick women and history and on historical events affecting women.

8. **NEWSLETTERS**

43.2 DEPARTMENT OF JUSTICE

1. **ANNUAL REPORT TO THE HONOURABLE GILBERT FINN, LIEUTENANT-GOVERNOR OF NEW BRUNSWICK AS REQUIRED BY THE CRIMINAL CODE OF CANADA SECTION 195, (PROTECTION OF PRIVACY ACT).**

2. NEW BRUNSWICK JUSTICE DEPARTMENT ANNUAL REPORT

3. COMMUNIQUE - NEW BRUNSWICK JUSTICE DEPARTMENT - EMPLOYEE NEWSLETTER

4. NEOLEX

5. THE RESIDENTIAL TENANCIES ACT

6. ANNUAL REPORT - CREDIT UNIONS AND CAISSES POPULAIRES

7. LIST OF AGENTS LICENSED FOR LIFE INSURANCE

8. LIST OF INSURANCE AGENTS, BROKERS AND ADJUSTERS OTHER THAN LIFE

9. INCORPORATION OF NON-PROFIT COMPANY - A LEGAL GUIDE

10. CONSUMER PRODUCT - WARRANTY AND LIABILITY ACT - A CONSUMER'S GUIDE

11. PRE-ARRANGED FUNERAL SERVICES ACT

12. A WORD TO THE WISE ABOUT DOOR-TO-DOOR SELLERS

13. DOOR-TO-DOOR SELLERS GUIDE

14. PAVING TIPS FOR THE HOMEOWNER

43.3 DEPARTMENT OF COMMERCE AND TECHNOLOGY

1. FINANCIAL ASSISTANCE TO INDUSTRY

Loans, guarantees and equity for small, medium and large companies.

2. VENTURE CAPITAL SUPPORT PROGRAM

Interest free loans for venture capital investment.

3. STOCK SAVINGS PLAN

Tax credit of 30% applied to investment in New Brunswick companies.

4. **TRADE & MARKET DEVELOPMENT PROGRAM**

Financial and advisory assistance for production and product related activities.

5. **PRODUCTION AND TECHNICAL SUPPORT PROGRAM**

Financial and advisory assistance for production and product related activities.

6. **GOVERNMENT PURCHASING**

Advice on provincial purchasing requirements and procedures, and assistance with registering to receive federal and provincial tender invitations.

7. **QUALITY ASSURANCE PROGRAM**

Financial assistance for developing and implementing quality assurance (technical, educational, equipment...).

8. **BUSINESS IMPROVEMENT PROGRAM**

1) Business Plans and Records - financial assistance to develop business plans; develop internal systems for accounting; inventory and production control; appropriate software and related training;

2) Small Business Internship - financial assistance to hire new management, technical or quality control personnel;

3) Management, Technical Support Training and Selected Services - cost-shared financial assistance to conduct in-house education and training workshops.

9. **SELF START PROGRAM**

Financial assistance for first-time entrepreneurs for the establishment of a new business.

10. **INDUSTRIAL BENEFITS OPPORTUNITIES**

Advisory assistance on major capital projects.

11. **MEDICAL RESEARCH FUND OF NEW BRUNSWICK**

Financial assistance for health-related research within the Province.

12. **CANADA/NEW BRUNSWICK COOPERATION AGREEMENT ON INDUSTRIAL DEVELOPMENT**

Assistance in the set up of industrial infrastructures, the funding of a small business awards program as well as management and technical training.

13. **CANADA/NEW BRUNSWICK COOPERATION AGREEMENT ON ECONOMIC DIVERSIFICATION**

Assistance to continue as well as to accelerate the expansion and diversification of the economic base of selected regions in the province, particularly the Acadian Peninsula.

14. **PRODUCTS AND MANUFACTURERS 1990**

15. **METAL WORKING COMPANIES 1987-88**

16. **ATLANTIC WHOLESALERS, DISTRIBUTORS, AND AGENTS**

17. **SOFTWARE COMPANIES 1989**

18. **REGIONAL ECONOMIC DEVELOPMENT COMMISSIONS**

19. **CONSTRUCTION SERVICES FOR MAJOR PROJECTS**

20. **TRANSPORTATION SERVICES**

21. **TECHNICAL, MANAGEMENT & MARKETING SERVICES**

22. **MAJOR CONSTRUCTION PROJECTS**

23. **MAJOR CAPITAL PROJECTS - RELATED MANUFACTURERS**

24. NEW BRUNSWICK: OPEN FOR BUSINESS

25. INTRODUCING NEW BRUNSWICK

26. GETTING UNDERWAY - STARTING A SMALL BUSINESS IN NEW BRUNSWICK

27. MARKETING FOR SMALL BUSINESS

28. INDUSTRIAL BENEFITS POLICY

29. GOING PUBLIC

30. INVEST IN NEW BRUNSWICK AND GET AN INCOME TAX BREAK

31. NEW BRUNSWICK TELEMARKETING/CALL CENTRE LOCATION

VIDEOS

32. MANAGEMENT TRAINING: AUDIO/VIDEO LIBRARY

LISTINGS

33. NEW BRUNSWICK BUSINESS RELATED ORGANIZATIONS

34. NEW BRUNSWICK MARKETING RELATED SERVICES

PERIODICALS

35. COMMERCE AND TECHNOLOGY ANNUAL REPORT 1989/90

36. PROVINCIAL HOLDINGS ANNUAL REPORT 1989

37. CONTACT - INDUSTRY NEWSLETTER

38. FACTSFILE - INFORMATION SERVICE VIA THE FAX MACHINE (BY REQUEST ONLY)

43.4 NEW BRUNSWICK HOUSING CORPORATION

1. HOME ORIENTATION AND MANAGEMENT PROGRAM
2. DOWNPAYMENT ASSISTANCE PROGRAM
3. HOME COMPLETION LOAN PROGRAM
4. YOUR HOUSING OPTIONS
5. PUBLIC HOUSING PROGRAM
6. RESIDENTIAL REHABILITATION ASSISTANCE PROGRAM (RRAP) AND HOME IMPROVEMENT LOAN (HIL) PROGRAM
7. RESIDENTIAL REHABILITATION ASSISTANCE PROGRAM (RRAP) FOR THE DISABLED
8. RURAL AND NATIVE HOUSING HOMEOWNERSHIP AND RENTAL PROGRAM (RNH) AND BASIC SHELTER PROGRAM (BSP) IN NEW BRUNSWICK
9. NON-PROFIT HOUSING PROGRAM
10. EMERGENCY REPAIR PROGRAMS
11. RENT SUPPLEMENT PROGRAMS

43.5 NB HUMAN RIGHTS COMMISSION

1. NEW BRUNSWICK HUMAN RIGHTS CODE - QUESTION AND ANSWER
2. DISCRIMINATION AGAINST OLDER WORKERS AND THE PROMOTION OF EQUALITY OF OPPORTUNITY
3. THE HUMAN RIGHTS AWARD
4. EMPLOYMENT APPLICATION FORMS AND PRE-EMPLOYMENT INQUIRIES: A GUIDE FOR EMPLOYEES AND EMPLOYERS
5. THE NEW BRUNSWICK HUMAN RIGHTS ACT... HOW TO APPLY FOR EXEMPTIONS

6. THE NEW BRUNSWICK HUMAN RIGHTS ACT... HOW TO APPLY FOR A SPECIAL PROGRAMME

7. SEXUAL HARASSMENT IN EMPLOYMENT

8. HUMAN RIGHTS ACT

43.6 DEPARTMENT OF HEALTH AND COMMUNITY SERVICES

1. DIRECTORY OF SERVICES TO SENIORS

2. SENIORS HEALTH BENEFITS PROGRAM

3. PRESCRIPTION DRUG PROGRAM

4. PLAYING FOR KEEPS

5. PAMPHLETS ON NUTRITION

6. AIDS

7. NAMING YOUR BABY

8. ENHANCING SENIOR'S INDEPENDENCE: BUILDING FOR THE FUTURE

9. INTERDEPARTMENTAL ACTION PLAN FRAMEWORK ON FAMILY VIOLENCE

10. HEALTH STATUS OF NEW BRUNSWICKERS

11. NEW BRUNSWICK HEALTH SURVEY REPORT

43.7 DEPARTMENT OF LABOUR

EMPLOYMENT STANDARDS

A SET OF THIRTEEN (13) HANDOUTS COVERING THE FOLLOWING TOPICS:

1. PAYROLL KEEPING REQUIREMENTS

2. RULES OF PAYMENT

3. MINIMUM WAGE

4. PAID PUBLIC HOLIDAYS
5. NOTICE OF DISMISSAL, LAYOFF OR TERMINATION
6. VACATIONS AND VACATION PAY
7. MATERNITY LEAVE
8. CHILD CARE LEAVE (REPLACES ADOPTION LEAVE AND PARENTHOOD LEAVE)
9. BEREAVEMENT LEAVE
10. EMPLOYMENT OF CHILDREN
11. UNFAIR EMPLOYER ACTION
12. EQUAL PAY FOR EQUAL WORK
13. CHILD CARE LEAVE BROCHURE

EMPLOYMENT PROGRAMS

14. VISIBLE MINORITIES
15. STUDENT VENTURE CAPITAL PROGRAM
16. ENTREPRENEUR PROGRAM
17. PARTNERS PROGRAM
18. ACCESS PROGRAM

43.8 DEPARTMENT OF INCOME ASSISTANCE

1. FOCUS/CIBLE
2. ASSISTANCE WITH RENTAL COSTS FOR SENIORS
3. ASSISTANCE WITH RENTAL COSTS FOR DISABLED PERSONS

43.9 NEW BRUNSWICK MENTAL HEALTH COMMISSION

1. MANUAL FOR BOARD MEMBERS - This publication describes the Mental Health Commission's structure, mission, services, and role of the Board.

43.10 NEW BRUNSWICK ADVISORY COUNCIL ON THE STATUS OF WOMEN (RECENT PUBLICATIONS ONLY)

1. OPPRESSION OR LIBERATION: MONEY MATTERS
2. MALE VIOLENCE IN RELATIONSHIPS AND THE JUSTICE SYSTEM
3. THE MARITAL PROPERTY ACT
4. "TOWARDS A WORLD FAMILY: A REPORT RESPECTING HUMAN RIGHTS IN NEW BRUNSWICK"

43.11 PUBLIC LEGAL EDUCATION AND INFORMATION OF NB

1. HELPING NEW BRUNSWICKERS KNOW THE LAW
2. SMALL CLAIMS: HOW TO START OR DEFEND A SMALL CLAIM
3. YOU AND YOUR LAWYER
4. BUYING OR SELLING A HOUSE SERIES
5. THE LAW, THE POLICE AND YOU
6. THE MARITAL PROPERTY ACT OF NEW BRUNSWICK
7. PLANNING FOR INCAPACITY: ENDURING POWERS OF ATTORNEY
8. WHO'S MINDING THE KIDS?
9. WHAT YOU SHOULD KNOW ABOUT JURY DUTY
10. SPEAKERS' BUREAU - PAMPHLET

CONCLUSION

As many of the barriers facing women are long-standing and deeply rooted, they will require a multi-faceted approach and will not be accomplished quickly.

As this report demonstrates, the government plays a significant leadership role in advancing the economic, social and legal status of women in the province of New Brunswick.

While changes in legislation, policies, programs and practices will help to advance the status of women, each of us has a role to play in altering society's view of women and their role in society.

Although progress in solving many of these complex issues may appear slow to some, the Government will continue to take steps to ensure women's equality in New Brunswick is achieved.